

**The North/South Language Body
Annual Report and Accounts
for the year ended 31 December 2018**

**An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig 2018**

**Tha Boord o Leid
An Account o the Darg
for the year hinmaist 31 Decemmer 2018**

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**An Foras Teanga
Tuarascáil Bhliantúil agus Cuntais
don bhliain dar chríoch 31 Nollaig 2018**

**Tha Boord o Leid
An Accoont o tha Darg
for the year hinmaist 2018**

The Language Body is a North/South implementation body sponsored by the Department of Culture, Heritage and the Gaeltacht (DCHG) and the Department for Communities (DfC). It was established on the 2nd of December 1999 under the British-Irish Agreement which set up the implementation bodies and was underpinned by the British-Irish Agreement Act 1999 and the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999. It reports to the North/South Ministerial Council (NSMC).

The Language Body comprises Foras na Gaeilge and the Ulster-Scots Agency. Foras na Gaeilge has the principal function of the promotion of the Irish language on an all-island basis. The principal function of the Ulster-Scots Agency is the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

Further information and Board minutes are available on the agencies' websites:

www.forasnagaeilge.ie

www.ulsterscotsagency.com

Is comhlacht forfheidhmithe Thuaidh/Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG) agus an Roinn Pobal (RP). Bunaíodh é an 2 Nollaig 1999 faoi Chomhaontú na Breataine-na hÉireann lena bunaíodh na comhlachtaí forfheidhmithe, comhaontú a bhfuil an tAcht um Chomhaontú na Breataine-na hÉireann agus an North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 mar bhonn faoi. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Tá an Foras Teanga comhdhéanta d'Fhoras na Gaeilge agus de Ghníomhaireacht na hUltaise. Is é príomhfheidhm Fhoras na Gaeilge an Ghaeilge a chur chun cinn ar bhonn uile-oileáin. Is é príomhfheidhm Ghníomhaireacht na hUltaise eolas níos fearr faoin Ultais agus úsáid na hUltaise agus saincheisteanna cultúir Ultaigh-Albanacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin.

Tá breis eolais agus miontuairiscí Boird ar fáil ar shuíomh gréasáin na ngníomhaireachtaí:

www.forasnagaeilge.ie

www.ulsterscotsagency.com

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Board Members of the Language Body

The following served as Board Members during 2018

Joint-Chairpersons

Pól Ó Gallchóir

Keith Gamble*

Allen McAdam*

Julie Andrews*

Seán Ó hArgáin

Iain Carlisle*

Sorcha Ní Chéidigh

Bláthnaid Ní Chofaigh

Seán Ó Coistealbha

Maighréad Ní Chonghaile

Seán Mícheál Ó Domhnaill

Gráinne McElwain

Mairéad Farrell

Ida Fisher*

Niall Ó Gallochobhair

Val O'Kelly*

Frederick Kettyle* (Vice Chairperson, Ulster-Scots Agency)

Conor McGuinness

Barra Ó Muirí (Deputy Chairperson, Foras na Gaeilge)

David McNarry*

Máire Ní Neachtain

**Denotes Board membership of The Ulster-Scots Agency; unmarked denotes Board membership of Foras na Gaeilge.*

Comhaltaí Boird an Fhorais Teanga

Bhí na daoine seo leanas ina gComhaltaí Boird le linn 2018

Comh-Chathaoirligh

Pól Ó Gallchóir

Keith Gamble*

Allen McAdam*

Julie Andrews*

Seán Ó hArgáin

Iain Carlisle*

Sorcha Ní Chéidigh

Bláthnaid Ní Chofaigh

Seán Ó Coistealbha

Maighréad Ní Chonghaile

Seán Mícheál Ó Domhnaill

Gráinne McElwain

Mairéad Farrell

Ida Fisher*

Niall Ó Gallochobhair

Val O'Kelly*

Frederick Kettle* (Leas-Chathaoirleach, Gníomhaireacht na hUltaise)

Conor McGuinness

Barra Ó Muirí (Leas-Chathaoirleach, Foras na Gaeilge)

David McNarry*

Máire Ní Neachtain

**Léiríonn ballraíocht de Bhord Ghníomhaireacht na hUltaise; léiríonn easpa réiltín ballraíocht de Bhord Fhoras na Gaeilge.*

Thegither Forethocht • Joint Introduction • Comhréamhrá

2018 was a year of significant developments for both agencies of the North-South Language Body / An Foras Teanga.

The Ulster-Scots Agency delivered a step change in its promotion of Ulster-Scots/Scotch-Irish links to the USA, with a major programme to mark the tercentenary of the 1718 Migration; the launch of the new Eric Montgomery Gallery at the Discover Ulster-Scots Centre; participation in the first ever Nashville in Belfast Week and working with the NI Bureau in Washington to support events in Brunswick, Maine and New Orleans, Louisiana.

Support for Ulster-Scots communities across Ulster continued apace, with the distribution of over £1.35m in grant aid for a range of activities, including music and dance tuition, summer schools and community festivals. Agency funding for the Ulster-Scots Community Network also helped our community sector to lever additional funding from other sources. Activity in the Border Counties also continued to expand, with an extensive upgrade of the Monreagh Ulster-Scots Heritage Centre in East Donegal, which hosted a new and very successful Gathering of the Clans; and the continued growth of the annual Ulster-Scots Heritage Day in Raphoe, which welcomed over 2,500 visitors.

The promotion of learning around Ulster-Scots has also continued to progress, with work ongoing to develop new curriculum-focused resources in partnership with CCEA in Northern Ireland. A further 13 schools attained Ulster-Scots Flagship School status and 454 students achieved accredited qualifications in Ulster-Scots musical traditions.

2018 was a very successful year for Foras na Gaeilge during which grants to the value of over €10.2m were provided to promote the language on an all-island basis. For example, through the Summer Camps Scheme Foras na Gaeilge provided grants for 86 camps throughout the island of Ireland in which over 3,880 young people took part. Through the Youth Events Scheme (2018-2019) 85 grants were provided to groups to run events attended by over 4,980 young people.

A conscious effort was made to increase engagement with our stakeholders, particularly the public. One example was a high-level joint committee established by the Department of Culture, Heritage and the Gaeltacht and Foras na Gaeilge to lead a programme of support for Bliain na Gaeilge (Year of the Irish Language) and oversee spending of the additional allocation of over €500k sanctioned by the Department for its implementation. As part of this, one of our funded lead-organisations, Conradh na Gaeilge, co-ordinated a comprehensive awareness campaign about the language during Bliain na Gaeilge.

Crucial organisational planning took place within Foras na Gaeilge during the year, for example, in order to fulfil the statutory obligations arising from the General Data Protection Regulation (GDPR). The regulation came into force on the 25th of May 2018. This work on GDPR included identifying the possible challenges that might arise on a daily, operational level as a result of Brexit and was just one example of preparation and planning undertaken with Foras na Gaeilge across the entire range of the organisation's operations to ensure business continuity post-Brexit.

Other important work by Foras na Gaeilge during the year was the organisation's role in implementing the statutory Language Planning Process. As part of this, information meetings were held in conjunction with the Department of Culture, Heritage and the Gaeltacht in 4 designated towns in relation to a lead-in appointment process to co-ordinate the towns' language plans to function as Gaeltacht Service Towns.

Keith Gamble
Chairman
The Ulster-Scots Agency

Pól Ó Gallchóir
Chairperson
Foras na Gaeilge

Comhréamhra • Thegither Forethocht • Joint Introduction

Ba bhliain shuntasach í 2018 inar tharla forbairtí suntasacha don dá ghníomhaireacht de chuid an Fhorais Teanga.

Tháinig mórathrú ar an dóigh a gcuireann Gníomhaireacht na hUltaise an Ultais agus naisc na nAlbanach-Éireannach chun cinn i SAM, agus clár suntasach ann le comóradh a dhéanamh ar thrí chéad bliain ó imirce na nAlbanach Ultach go Meiriceá in 1718: mar shampla oscailt Dhánlann Eric Montgomery in Ionad Eolais na hUltaise, rannpháirtíocht sa chéad Sheachtain Nashville i mBéal Feirste riamh agus comhoibriú le Biúró Thuaisceart Éireann in Washington le himeachtaí a eagrú in Brunswick, Maine agus New Orleans, Louisiana.

Leanadh den tacaíocht do phobail na hUltaise ar fud Chúige Uladh le cúnamh deontais ar luach £1.35 milliún le réimse imeachtaí a eagrú, lena n-áirítear teagasc ceoil agus damhsa, scoileanna samhraidh agus féilte pobail. Chuidigh maoiniú na Gníomhaireachta do Líonra Pobail na hUltaise (LPU) le grúpaí pobail agus iad ag iarraidh teacht ar fhoinsí eile maoinithe. Tháinig fás ar na himeachtaí i gcontaetha cois teorann, le hathchóiriú leitheadach ar Ionad Oideachais Ultaise ar an Mhóin Riabhach i nDún na nGall Thoir, áit ar tharla chéad Chruinniú na gClann agus d'éirigh go hiontach leis. Tá fás leanúnach ag teacht ar Lá Oidhreachtá Ultaise Ráth Bhoth le breis agus 2,500 cuairteoir ann.

Tháinig feabhas ar chur chun cinn fhoghlaim na hUltaise chomh maith agus tá obair ar siúl le háiseanna dírithe ar an gcuraclam a fhorbairt i gcomhpháirt leis an gComhairle Curaclaim, Scrúdúcháin agus Measúnaithe (CCSM). D'éirigh le 13 scoil sa Chlár Scoileanna Suaitheantais agus d'éirigh le 454 dalta cáilíochtaí creidiúnaithe a bhaint amach i dtraidisiúin cheoil na hUltaise.

Bliain an-rathúil a bhí in 2018 d'Fhoras na Gaeilge inar cuireadh deontais ar luach breis is €10.2m ar fáil leis an teanga a chur chun cinn ar bhonn uile-oileáin. Mar shampla, trí Scéim na gCampaí Samhraidh chuir Foras na Gaeilge deontais ar fáil do 86 campa fud fad oileán na hÉireann inar ghlac os cionn 3,880 duine óg páirt. Trí Scéim na nImeachtaí Oige (2018-2019) soláthraíodh 85 dheontas do ghrúpaí chun imeachtaí a réachtáil ar fhreastail breis is 4,890 duine óg orthu.

Rinneadh iarracht chomhfhiosach dul i bpáirt níos mó lenár gcuid páirtithe leasmhara go háirithe leis an bpobal in 2018. Sampla amháin ba ea comhchoiste ardleibhéil a bhunaigh an Roinn Cultúir, Oidhreachtá agus Gaeltachta agus Foras na Gaeilge le stiúir a dhéanamh ar chlár tacaíochta do Bhliain na Gaeilge agus maoirseacht a dhéanamh ar chaiteachas an liúntais breise os cionn €500k a cheadaigh an Roinn chun í a fheidhmiú. Mar chuid de seo d'eagraigh ceann dár gceanneagraíochtaí maoinithe, Conradh na Gaeilge, feachtas cuimsitheach feasachta faoin teanga le linn Bhliain na Gaeilge.

Rinneadh pleanáil eagraíochtúil rithábachtach laistigh d'Fhoras na Gaeilge le linn na bliana, mar shampla, leis na dualgais reachtúla a eascraíonn ón Rialachán Ginearálta um Chosaint Sonraí (RGCS) a chomhlíonadh. Tháinig an rialachán i bhfeidhm ar an 25 Bealtaine 2018. Mar chuid den obair seo ar RGCS aithníodh dúshlán fhéideartha a d'fhéadfadh eascairt ag leibhéal laethúil, oibríochtúil ón mBreatimeacht agus ní raibh ansin ach sampla amháin den ullmhúchán agus pleanáil a rinneadh in 2018 laistigh d'Fhoras na Gaeilge i bhfeidhmeanna oibríochtúla uile na heagraíochta le leanúnachas gnó a chinntiú i ndiaidh an Bhreatimeachta.

Obair thábhachtach eile ar thug Foras na Gaeilge fúithi le linn na bliana ba ea ról na heagraíochta i bhfeidhmiú an Phróisis Pleanála Teanga a bhfuil bunús reachtúil leis. Mar chuid de seo, réachtáladh cruinnithe eolais i gcomhar leis an Roinn Cultúir, Oidhreachtá agus Gaeltachta i 4 bhaile ainmnithe maidir le réamhphróiseas ceapacháin chun pleananna teanga na mbailte feidhmiú mar Bhaile Seirbhíse Gaeltachta a chomhordú.

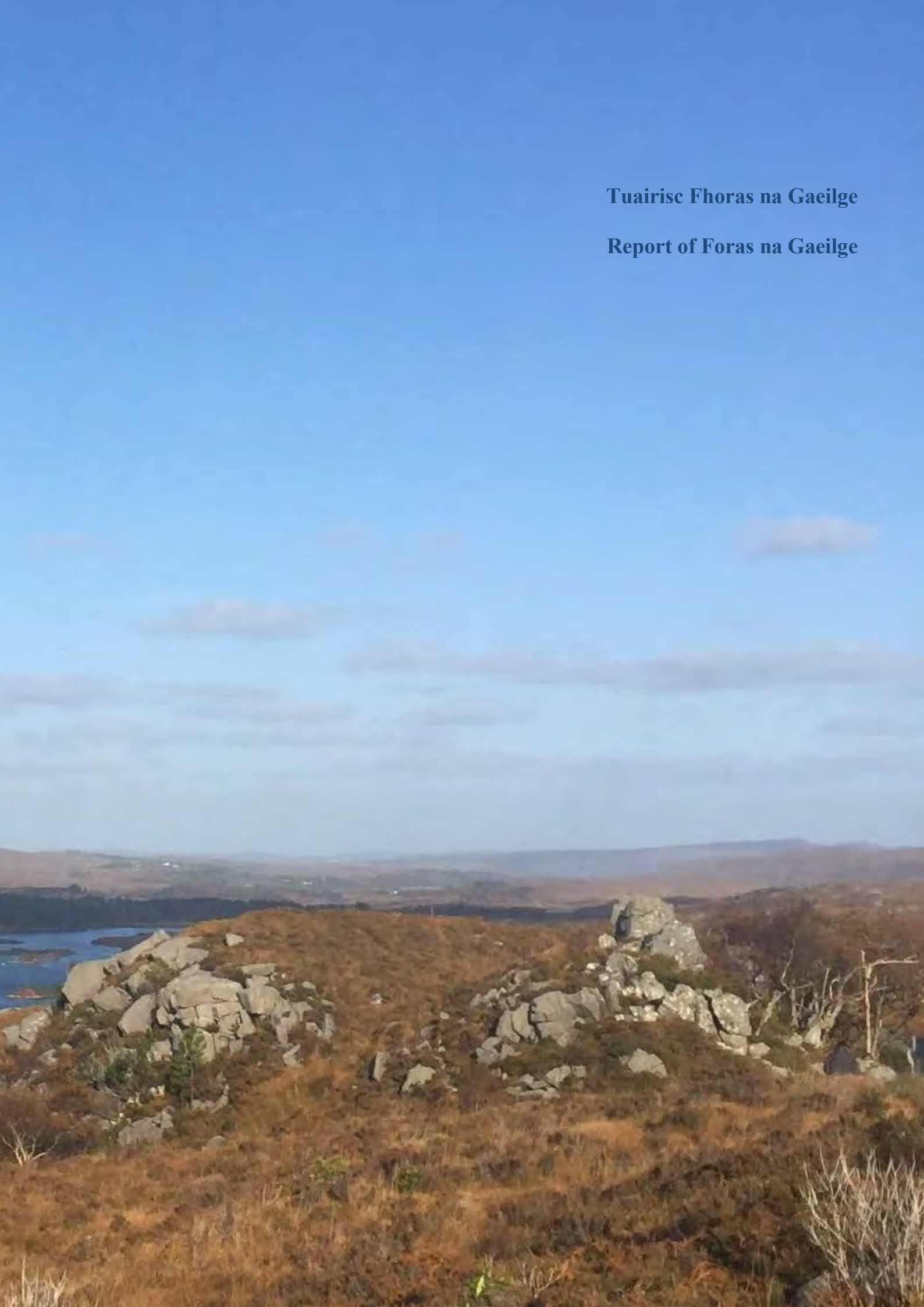
Keith Gamble
Chairman
The Ulster-Scots Agency

Pól Ó Gallchóir
Cathaoirleach
Foras na Gaeilge



Tuairisc Fhoras na Gaeilge

Report of Foras na Gaeilge



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CHAIRMAN'S INTRODUCTION

It gives me pleasure to present this Annual Report which gives an account of Foras na Gaeilge's work during the year. 2018 was a very successful year during which the organisation provided grants to the value of over €10.2m to promote the language on an all-island basis. For example, through the Summer Camps Scheme Foras na Gaeilge provided grants for 86 camps throughout the island of Ireland in which over 3,880 young people took part. Through the Youth Events Scheme (2018-2019) 85 grants were provided to groups to run events attended by over 4,980 young people.

2018 saw the organisation proactively engaging with our stakeholders and particularly the public through several projects and initiatives. One such venture was a high-level joint committee established by the Department of Culture, Heritage and the Gaeltacht and Foras na Gaeilge to lead a programme of support for Bliain na Gaeilge (Year of the Irish language) and oversee spending of the additional allocation of over €500k sanctioned by the Department for its implementation. As part of this, one of our funded lead-organisations, Conradh na Gaeilge, co-ordinated a comprehensive awareness campaign about the language during Bliain na Gaeilge.

Crucial organisational planning took place during the year, for example, in order to fulfil the statutory obligations arising from the General Data Protection Regulation (GDPR). The regulation was adopted on 14 April 2016 and came into force on 25 May 2018. This work on GDPR included identifying the possible challenges that might arise on a daily, operational level as a result of Brexit and was just one example of preparation and planning undertaken during 2018 within Foras na Gaeilge across the entire range of the organisation's operations to ensure business continuity post-Brexit.

Other important work undertaken by Foras na Gaeilge during the year was the implementation of the statutory Language Planning Process. As part of this work, a series of information meetings was held in conjunction with the Department of Culture, Heritage and the Gaeltacht in 4 designated towns in relation to a lead-in appointment process to co-ordinate the towns' language plans to function as Gaeltacht Service Towns.

2018 also saw Foras na Gaeilge become involved in the Steering Committee of the Action Plan 2018-2022 which was compiled to implement the 20 Year Strategy for the Irish Language 2010-2030 and to track progress on medium term targets.

Pól Ó Gallchóir
Chairperson

RÉAMHRÁ AN CHATHAOIRLIGH

Tá an-áthas orm an Tuarascáil Bhliantúil seo a chur in bhur láthair le hobair Fhoras na Gaeilge in 2018 a thuairisciú. Bliain an-rathúil a bhí in 2018 inar chuir an eagraíocht deontais de bhreis is €10.2m ar fáil leis an teanga a chur chun cinn ar bhonn uile-oileáin. Mar shampla, trí Scéim na gCampaí Samhraidh chuir Foras na Gaeilge deontais ar fáil do 86 campa fud fad oileán na hÉireann inar ghlac os cionn 3,880 duine óg páirt. Trí Scéim na nImeachtaí Óige (2018-2019) soláthraíodh 85 dheontas do ghrúpaí chun imeachtaí a reáchtáil ar fhreastail breis is 4,890 duine óg orthu.

Chumar i bpáirt go gníomhach lenár gcuid páirtithe leasmhara go háirithe leis an bpobal in 2018 trí roinnt tionscadal agus tionscnamh. Ina measc bhí an coiste ardleibhéil a bhunaigh an Roinn Cultúir, Oidhreacht agus Gaeltachta agus Foras na Gaeilge le stiúir a dhéanamh ar chlár tacaíochta do Bhliain na Gaeilge agus maoirseacht a dhéanamh ar chaiteachas an liúntais breise os cionn €500,000 a cheadaigh an Roinn chun í a fheidhmiú. Mar chuid de seo d'eagraigh ceann dár gceanneagraíochtaí maoinithe, Conradh na Gaeilge, feachtas cuimsitheach feasachta faoin teanga le linn Bhliain na Gaeilge.

Cuireadh pleanáil eagraíochtúil rithábhachtach i gcrích le linn na bliana, mar shampla, leis na dualgais reachtúla a eascraíonn ón Rialachán Ginearálta um Chosaint Sonraí (RGCS) a chomhlíonadh. Glacadh leis an rialachán ar an 14 Aibreán 2016 agus tháinig sé i bhfeidhm ar an 25 Bealtaine 2018. Mar chuid den obair seo ar RGCS aithníodh dúshláin fhéideartha a d'fhéadfadh eascairt ag leibhéal laethúil, oibríochtúil ón mBreatimeacht agus ní raibh ansin ach sampla amháin den ullmhúchán agus pleanáil a rinneadh in 2018 laistigh d'Fhoras na Gaeilge i bhfeidhmeanna oibríochtúla uile na heagraíochta le leanúnachas gnó a chinntiú i ndiaidh an Bhreatimeachta.

Obair thábhachtach eile ar thug Foras na Gaeilge fúithi le linn na bliana feidhmiú an Phróisis Phleanála Teanga a bhfuil bunús reachtúil leis. Mar chuid de seo, reáchtáladh cruinnithe eolais i gcomhar leis an Roinn Cultúir, Oidhreacht agus Gaeltachta i 4 bhaile ainmnithe maidir le réamhphróiseas ceapacháin chun pleananna teanga na mbailte feidhmiú mar Bhaile Seirbhíse Gaeltachta a chomhordú.

Chuaigh Foras na Gaeilge i bpáirt in 2018 freisin sa Choiste Stiúrtha ar Phlean Gníomhaíochta 2018-2022 a tiomsaíodh leis an Straitéis 20 Bliain don Ghaeilge 2010-2030 a fheidhmiú agus leis an dul chun cinn ar spriocanna meántéarmacha a rianú.

Pól Ó Gallchoir
Cathaoirleach

CORPORATE OBJECTIVE 1:

STATUS - *Strengthening the status of Irish*

ENHANCE THE STATUS OF THE IRISH LANGUAGE THROUGH COLLABORATION AND PARTNERSHIP

Partnership Approach

Funding of €840,866 was provided to the lead organisation Conradh na Gaeilge to carry out a programme of work in the area of Raising Awareness, Language Protection and Representation (on behalf of the language with state authorities). The Department of Culture, Heritage and the Gaeltacht provided an additional allowance to Foras na Gaeilge to coordinate the celebration of 2018 as Bliain na Gaeilge (the Year of the Irish Language).

A business plan for the year was agreed with Conradh na Gaeilge on which reporting and monitoring were carried out quarterly. An Irish language Act and Irish language Strategy for Northern Ireland are still being sought by Conradh na Gaeilge. Conradh na Gaeilge is working continuously as part of the Dream Dearg campaign to ensure that politicians deliver on assurances given.

Seachtain na Gaeilge was held with Energia from 1-17 March 2018 and some 750,000 people took part in community and school events throughout Ireland and the world. The major street festival BEO was held as the main event of the festival and was attended by 7,000 people. Also a huge success was Social Media Day, 16 March 2018, which celebrated the development of the Irish language online.

Poll figures in 2018 from Kantar Millward Brown for Conradh na Gaeilge, as part of the annual *What is the Story?* research, show strong support in the community for the Irish language and for the Gaeltacht. Two thirds of the population, for example, in the south and almost half of the population in the north believe that the state should provide more support for the Irish language.

International Work

Foras na Gaeilge participated in networks for the promotion of linguistic diversity (such as the European Federation of National Institutions for Language and Network to Promote Linguistic Diversity) during the year.

PROVIDING SUPPORT AND ADVICE TO THE PUBLIC SECTOR

Implementation of Language Planning Process

A series of information meetings was held in conjunction with the Department of Culture, Heritage and the Gaeltacht in three towns nominated to organise a recruitment process to select a lead organisation to coordinate the preparation of each town's language plan.

In accordance with the Government's language planning process, Foras na Gaeilge was represented on Donegal County Council's advisory committee to prepare a County Language Plan.

CUSPÓIR CORPARÁIDEACH 1: STÁDAS - *Stádas na Gaeilge a neartú*

CUR LE STÁDAS NA GAEILGE TRÍ CHOMHOIBRIÚ AGUS TRÍ CHOMHPHÁIRTÍOCHT

Cur Chuige Comhpháirtíochta

Cuireadh maoiniú €840,866 ar fáil don cheanneagraíocht Conradh na Gaeilge chun clár oibre a chur i gcrích sa réimse Ardú Feasachta, Cosaint Teanga agus Ionadaíocht (thar ceann na teanga le húdaráis stáit). Cheadaigh an Roinn Cultúir, Oidhreachta agus Gaeltachta liúntas breise d'Fhoras na Gaeilge maidir le ceiliúradh Bhliain na Gaeilge a chomhordú in 2018.

Aontaíodh plean bliana le Conradh na Gaeilge a ndearnadh tuairisciú agus monatóireachta ráithiúil air. Tá Acht Gaeilge agus Straitéis Ghaeilge ó thuaidh á n-éileamh ag Conradh na Gaeilge i gcónaí. Tá obair leanúnach ar siúl ag Conradh na Gaeilge mar chuid d'fheachtas an Dreama Dheirg lena chinntiú go gceolfídh na polaiteoirí le gealltanais a tugadh.

Reáchtáladh Seachtain na Gaeilge le Energia ó 1-17 Márta 2018 agus ghlac 750,000 duine páirt in imeachtaí pobail agus scoile ar fud na hÉireann agus na cruinne. Reáchtáladh an mhórfhéile shráide BEO mar mhórimeacht na féile agus d'fhreastail 7,000 duine uirthi. D'éirigh go hiontach freisin le Lá na Meán Sóisialta, 16 Márta 2018, a cheiliúraigh forbairt na Gaeilge ar líne.

Léirigh figiúirí phobalbhreith 2018 Kantar Millward Brown ar son Chonradh na Gaeilge, mar chuid den taighde bliantúil *Céard é an Scéal?* go bhfuil tacaíocht láidir sa phobal don Ghaeilge agus don Ghaeltacht. Mar shampla, creideann dhá thrian den daonra ó dheas agus nach mór leath den phobal ó thuaidh gur cheart don stát níos mó tacaíochta a chur ar fáil don Ghaeilge.

Obair Idirnáisiúnta

Bhí Foras na Gaeilge páirteach i ngréasáin do chur chun cinn na héagsúlachta teangeolaíche (ar nós European Federation of National Institutions for Language agus Network for Promotion of Linguistic Diversity) le linn na bliana.

TACAÍOCHT AGUS COMHAIRLE A CHUR AR FÁIL DON EARNÁIL PHOIBLÍ

Forfheidhmiú an Phróisis Pleanála Teanga

Reáchtáladh sraith de chruinnithe eolais i gcomhar leis an Roinn Cultúir, Oidhreachta agus Gaeltachta i dtí bhaile ainmnithe maidir le próiseas ceapacháin a réachtáil le ceanneagraíocht a roghnú chun ullmhúchán phlean teanga an bhaile a chomhordú.

Faoi réir phróiseas pleanála teanga an Rialtais, rinne Foras na Gaeilge ionadaíocht ar choiste comhairleach Chomhairle Contae Dhún na nGall ar mhaithe le Plean Teanga Contae a ullmhú.

Irish Language Officers Scheme

Through the Irish Language Officers Scheme, Foras na Gaeilge provides co-funding to local councils in the north to give them the opportunity to provide services through Irish and to support them in developing the promotion and use of Irish.

Foras na Gaeilge held a consultation process during 2017 to ascertain public opinion on the future of the Irish Language Officers Scheme in local government in Northern Ireland. Based on the results of that process, a decision was made in February 2018 that Foras na Gaeilge will co-fund Irish Language Officers posts in the following councils over the 3-year period of the scheme: Derry City and Strabane District Council; Belfast City Council; Fermanagh & Omagh District Council.

Specialised Irish courses

Gaelchultúr was selected via open competition to provide specialised courses to the public sector from 2015 to February 2018.

Freagra

Freagra is a helpline which provides phrases and terms to the public sector and to those dealing with work through Irish. Inquiries are responded to within 24 hours. The service is available free on a landline, and via text (on mobile phone mobile) and email.

SUPPORTING THE TRANSLATION SECTOR AND ENHANCING THE PROFESSIONALISM OF THE SECTOR

Aistear

Funding was provided to Aistear to provide courses and resources to translators and editors working with material in the Irish language.

SUPPORTING RAISING AWARENESS OF IRISH IN THE BUSINESS SECTOR

The awareness campaign about the value and usefulness of the Irish language continued in the business sector. Advice, translation and proofreading services were provided to various groups in the sector, particularly as part of the Seachtain na Gaeilge (Irish language week) celebrations, including: The Marketing Institute of Ireland, Business All-Stars, Irish Hospitality Institute, Gaisce, Gnó Mhaigh Eo, Gael-Taca, Regional Skills Dublin, the chambers of commerce and the enterprise boards. As part of the preparation to develop a support strategy to the business sector a survey and consultation were carried out across a wide range of stakeholders.

An information service focused on the use of Irish in the context of the business sector was provided in the form of tweets on Twitter with more than 1,200 followers by year end.

A total of 31 specialist support resources for the business sector have been developed and are available free of charge via the self-order system, and as part of the support package containing a selection of self-adhesive signs, badges, leaflets and other items to enhance the visibility of the Irish language in a business environment. In 2018, 152 orders were dealt with and over 45,277 resources made available to businesses in some 26 counties and to 4 overseas clients.

Scéim na nOifigeach Gaeilge

Trí Scéim na nOifigeach Gaeilge, cuireann Foras na Gaeilge cómhaoiniú ar fáil do chomhairlí áitiúla ó thuaidh le deis a thabhairt dóibh seirbhísí a chur ar fáil trí Ghaeilge agus le tacú leo forbairt a dhéanamh ar chur chun cinn agus úsáid na Gaeilge.

Reáchtáil Foras na Gaeilge próiseas comhairliúcháin le linn 2017 le tuairim an phobail a fháil maidir le todhchaí Scéim na nOifigeach Gaeilge sa rialtas áitiúil i dTuaisceart Éireann. Bunaithe ar thorthaí an phróisis sin, glacadh cinneadh i mí Feabhra 2018 go ndéanfaidh Foras na Gaeilge cómhaoiniú ar phoist Oifigeach Gaeilge sna comhairlí seo a leanas thar thréimhse 3 bliana na scéime: Comhairle Chathair Dhoire agus Cheantar an tSraitha Báin; Comhairle Cathrach Bhéal Feirste; Comhairle Ceantair Fhear Manach agus na hÓmaí.

Sainchúrsaí Gaeilge

Roghnaíodh Gaelchultúr trí chomórtas oscailte le sainchúrsaí a chur ar fáil don earnáil phoiblí ó 2015 go dtí Feabhra 2018.

Freagra

Líne chabhrach atá i bhFreagra chun nathanna agus téarmaí a chur ar fáil don earnáil phoiblí agus do dhaoine a bhíonn ag déileáil le hobair trí Ghaeilge. Freagraítear fiosrúcháin laistigh de 24 uair an chloig. Cuirtear an tseirbhís ar fáil saor in aisce trí líne thalún, trí théacs (ar ghuthán póca) agus trí ríomhphost.

TACÚ LE HEARNÁIL AN AISTRIÚCHÁIN AGUS CUR LE GAIRMIÚLACHT NA HEARNÁLA

Aistear

Cuireadh maoiniú ar fáil d'Aistear chun cúrsaí agus acmhainní a chur ar fáil d'aistritheoirí agus d'eagarthóirí a bhíonn ag plé le hábhar trí Ghaeilge.

TACÚ LE HARDÚ FEASACHTA GAEILGE SAN EARNÁIL GNÓ

Leanadh den fheachtas feasachta ar luach agus ar fheidhm na Gaeilge in earnáil an ghnó. Cuireadh ar fáil seirbhísí comhairle, aistriúcháin agus léitheoireacht profaí do ghrúpaí éagsúla san earnáil, go háirithe mar chuid de cheiliúradh Sheachtain na Gaeilge, ina measc: Institiúid Margaíochta na hÉireann, Business All-Stars, Institiúid Aíochta na hÉireann, Gaisce, Gnó Mhaigh Eo, Gael-Taca, Scileanna Réigiúnacha, Baile Átha Cliath, na cumainn tráchtála gnó agus na boird frontair. Mar chuid d'ullmhúchán ar fhorbairt straitéise tacaíochta don earnáil gnó, rinneadh suirbhé agus comhairliúchán ar réimse leathan de pháirtithe leasmhara.

Soláthraíodh seirbhís eolais i bhfoirm giolcacha ar Twitter dírithe ar úsáid na Gaeilge i gcomhthéacs na hearnála gnó ag a raibh breis agus 1,200 leantóir faoi dheireadh na bliana.

Tá 31 sain-áis tacaíochta don earnáil gnó forbartha agus ar fáil saor in aisce tríd an gcóras féinordaithe agus mar chuid den phacáiste tacaíochta ina bhfuil rogha de chomharthaí féinghreamaithe, suaitheantais, bileoga agus earraí eile chun cur le hinfheictheacht na Gaeilge i dtimpeallacht ghnó. In 2018, déileáladh le 152 ordú ina raibh breis agus 45,277 n-áis curtha ar fáil do ghnólachtaí in 26 contae éagsúla agus do 4 chliant thar lear.

Among the business projects sponsored was the All-Ireland Marketing Awards 2018 organised by The Marketing Institute of Ireland, with Energia as the winner of the category Marketing Award for Irish. A new partnership was also formed with the All-Ireland Business Summit to present Irish to another business platform. As part of this, Senator Pádraig Ó Céidigh gave a keynote presentation on the use of Irish in business and Eyre Square Shopping Centre in Galway was presented with a new award recognising good practice in bilingualism.

RAISING THE STATUS OF IRISH AMONG YOUNG PEOPLE

Gaelbhrtach

Foras na Gaeilge approved a grant of €120,000 for the Gaelbhrtach project. The aim of the Gaelbhrtach scheme is to encourage the use of Irish not only in the classroom but also as the language of the school community. The emphasis is on communicative Irish and the importance of language awareness in particular as a method of the children's learning. Gaelbhrtach is awarded in recognition of the school's efforts. There are 74 L2 (Irish is not the first language of the school) primary schools and 10 L1 primary schools (Irish is the first language of the school) participating in the 2018/2019 school year and 70 post-primary schools are also involved. There is a waiting list for the scheme (52 schools at primary level and 53 schools at post-primary level) and they will be accepted as space on the project becomes available. Over 700 schoolchildren, primary and post-primary, attended the Gaelbhrtach presentation in Leopardstown Racecourse in Dublin on Tuesday, 22nd of May 2018. 80 schools in total were awarded flags.

The Department of Education and Skills also provided additional funding of €25,000 to the project during 2018.

IMRAM

IMRAM's Irish language literary events were organised again in 2018 with a wide range of events that included prose, poetry and music bringing Irish speakers from across the island together and providing a showcase for publishers and authors to present their work. These events provided an important platform for Irish language writing and Irish language writers.

Among the events in 2018 was the major event of the year, Ring them Bells, based on the music of Bob Dylan; Saighdiúir Farraige – a celebration of the life and work of Domhnall Mac Síthigh; Ceardaí Focal – a tribute night in memory of Liam Ó Muirthile; An tEarrach Thiar – musical settings of some of Ó Direáin's poems by singer Liam Ó Maonlaí; Imram na nÓg – storytelling workshops with Máire Zepf; and an interactive workshop on studio work by Peadar Ó Goill.

IMRAM also cooperated with other festivals and in conjunction with other organisations during the year, such as the Tarot Project and the Táin Project that were part of the ILFD (International Literature Festival Dublin).

RAISING THE STATUS OF IRISH

Conradh na Gaeilge and Bliain na Gaeilge (Year of the Irish language)

Funding of €840,866 was provided to lead organisation Conradh na Gaeilge to complete a work program in the area of Raising Awareness, Language Protection and Representation (on behalf of the language) with state authorities. A series of public awareness-raising sessions and successful

I measc na dtionscadal urraíochta gnó bhí Duaiseanna Margaíochta Uile-Éireann 2018 arna eagrú ag Institiúid Margaíochta na hÉireann, le hEnergia mar bhuaiteoir na catagóire Gradam Margaíochta le Gaeilge. Rinneadh comhpháirtíocht nua chomh maith leis na Duaiseanna Gnó Uile-Éireann leis an nGaeilge a chur i láthair ardán eile gnó. Mar chuid de sin, thug an Seanadóir Pádraig Ó Céidigh eochairchaint uaidh ar úsáid na Gaeilge sa ghnó agus bronnadh gradam ar Ionad Siopadóireachta na Faiche Móire i nGaillimh faoin gcatagóir úr dírithe ar dhea-chleachtas an dátheangachais.

STÁDAS NA GAEILGE A ARDÚ I MEASC DAOINE ÓGA

Gaelbhrtach

Cheadaigh Foras na Gaeilge deontas ar luach €120,000 don tionscadal Gaelbhrtach. Is é aidhm na scéime Gaelbhrtach ná úsáid na Gaeilge a spreagadh, ní hamháin sa seomra ranga, ach mar theanga phobal na scoile chomh maith. Leagtar an bhéim ar an nGaeilge chumarsáideach agus ar thábhacht na feasachta teanga mar mhodh foghlama na bpáistí go háirithe. Bronntar Gaelbhrtach mar ghradam aitheantais as ucht iarrachtaí na scoile. Tá 74 bunscóil T2 (ní hí an Ghaeilge chéad teanga na scoile) agus 10 mbunscóil T1 (is í an Ghaeilge chéad teanga na scoile) páirteach sa scéim sa bhliain scoile 2018/2019 agus tá 70 iar-bhunscóil páirteach ann chomh maith. Tá liosta feithimh ann don scéim (52 scoil ag an mbunleibhéal agus 53 scoil ag an iar-bhunleibhéal) agus glacfar leo de réir mar a thagann spás ar an tionscadal chun tosaigh. D'fhreastail breis is 700 dalta scoile, bunleibhéal agus iar-bhunleibhéil, ar ócáid bhronnta Gaelbhrtach i Ráschúrsa Bhaile na Lobhar i mBaile Átha Cliath, Dé Máirt an 22 Bealtaine 2018. Bronnadh bratacha ar 80 scoil san iomlán.

Chuir an Roinn Oideachais agus Scileanna maoiniú breise ar luach €25,000 ar fáil don tionscadal le linn 2018 chomh maith.

IMRAM

Reáchtáladh imeachtaí litríochta Gaeilge de chuid IMRAM arís in 2018 le réimse leathan imeachtaí a chuimsigh prós, filíocht agus ceol ionas go mbeadh teacht le chéile ag na cainteoirí Gaeilge ar fud an oileáin agus go mbeadh deis ag foilsitheoirí agus údair na Gaeilge a gcuid saothar a chur i lár an aonaigh. Thug na himeachtaí seo ardán iontach tábhachtach do scríbhneoireacht agus do scríbhneoirí na Gaeilge.

I measc na n-imeachtaí in 2018 bhí mórimeacht na bliana, Buail na Cloig, bunaithe ar cheol Bob Dylan; Saighdiúir Farraige – ceiliúradh ar shaol agus ar shaothar Dhomhnaill Mhic Síthigh; Ceardaí Focal – oíche ómóis i gcuimhne ar Liam Ó Muirthile; An tEarrach Thiar – cóiriú ceoil ar dhánta de chuid an Direánaigh don amhránaí Liam Ó Maonlaí; Imram na nÓg – ceardlanna scéalaíochta le Máire Zepf; agus ceardlann idirghníomhach ar obair stiúideo le Peadar Ó Goill.

Chomhoibrigh IMRAM le féilte eile agus i gcomhar le heagraíochtaí eile i rith na bliana chomh maith, ar nós Tionscadal an Tarot agus Tionscadal na Tána a bhí mar chuid d'Fhéile Idirnáisiúnta Litríochta Bhaile Átha Cliath.

STÁDAS NA GAEILGE A ARDÚ

Conradh na Gaeilge agus Bliain na Gaeilge

Cuireadh maoiniú €840,866 ar fáil don cheanneagraíocht Conradh na Gaeilge chun clár oibre a chur i gcrích sa réimse Ardú Feasachta, Cosaint Teanga agus Ionadaíocht (thar ceann na teanga le húdaráis stáit). Reáchtáladh sraith

campaigns were held throughout the island, such as An Dream Dearg and #AchtAnois. Conradh na Gaeilge also coordinated a comprehensive work program aimed at activities and raising awareness during Bliain na Gaeilge. Over 75,000 people attended events funded under Bliain na Gaeilge.

Michael D. Higgins, President of Ireland was patron of Bliain na Gaeilge 2018. To launch the project a segment he recorded in which he encouraged the public to take part in the year's events was broadcast on the programme *Fáilte 2018* on TG4. Lynette Fay, Eoghan McDermott and Bláthnaid Ní Chofaigh were ambassadors for Bliain na Gaeilge 2018.

One of the main events of Bliain na Gaeilge was BEO: Gaelach & Bródúil which took place in Dublin on the 14th of April. There was plenty of entertainment with Scannal, Kíla and Delorentos. President Michael D. Higgins, also spoke to the crowd. The event was covered on RTÉ News and TG4, and received very positive feedback;

- 7,000 people of all ages took part;
- 17 buses came to Dublin from all over the island;
- 1,400 tweets used the official hashtag #GaeilgeBheo;
- 96% of participants said they would attend the event again.

350,000 copies of the CEOL 2018 CD were distributed (to all post-primary students who are studying Irish, and a copy to every primary school) as part of Bliain na Gaeilge. Both hard copy and download codes were distributed. Musicians who participated included Macklemore, Picture This, JP Cooper, John Gibbons and more. The songs were accompanied by videos and almost 1,000,000 viewed the video of Picture This, for example. Eoghan McDermott was central to this project.

Two school competitions were held as part of Bliain na Gaeilge 2018. One of them was an art competition for primary schools, and a prize of €1,000 was awarded for the best picture in each county. Almost 4,000 applications were submitted for the art competition. The other competition was called Gaelfhiseán na Bliana. This competition was open to primary and post-primary schools. Schools were asked to create music videos in Irish. €1,000 was awarded for the best video in each county, and over 200 entries were submitted for this competition. The Bliain na Gaeilge team travelled around the island to award the prizes to each winning school – 64 events in which €64,000 was awarded. As part of Bliain na Gaeilge, and for the first time ever, the island's biggest music festival, Electric Picnic, had a Gaeltacht camping site.

During Bliain na Gaeilge, many opportunities were created to discuss the situation of the Irish language and the Gaeltacht. The issues were raised when Bliain na Gaeilge was discussed on a programme on the radio station Newstalk – this was the origin of the Twitter hashtag #NílSéCGL which was widely trending on the site. A documentary was commissioned on RTÉ which was presented by Bláthnaid Ní Chofaigh, one of the ambassadors of Bliain na Gaeilge. The programme was called *Lig Liom* and Bláthnaid drew attention to the frustration experienced by Irish language speakers when struggling with a world where English is the default setting.

Festival Scheme & Drama Companies Scheme

Funding was provided to 46 festivals under the 2018 Festivals Scheme and to 18 drama companies under the 2018 Drama Companies Scheme.

de sheisiúin phoiblí ardaithe feasachta agus feachtais rathúla ar fud an oileáin, ar nós An Dream Dearg agus #AchtAnois. Rinne Conradh na Gaeilge comhordú chomh maith ar chlár oibre cuimsitheach a bhí dírithe ar ghníomhaíochtaí agus ardú feasachta le linn Bhliain na Gaeilge. D'fhreastail os cionn 75,000 duine ar imeachtaí maoinithe faoi Bhliain na Gaeilge.

Ba é Uachtarán na hÉireann, Micheál D. Ó hUiginn, a bhí mar phátrún ar Bhliain na Gaeilge 2018. Le tús a chur leis an tionscadal, taispeánadh mír a thaifead sé don chlár *Fáilte 2018* ar TG4, inar mhol sé don phobal páirt a ghlacadh sa bhliain. Ba iad Lynette Fay, Eoghan McDermott agus Bláthnaid Ní Chofaigh a bhí mar ambasadóirí ar Bhliain na Gaeilge 2018.

Reáchtáladh ceann de phríomhimeachtaí Bhliain na Gaeilge BEO: Gaelach & Bródúil i mBaile Átha Cliath ar an 14 Aibreán. Bhí neart siamsaíochta ann, le ceol ó Scannal, Kíla agus Delorentos. Labhair an tUachtarán Micheál D. Ó hUiginn, leis an slua chomh maith. Clúdaíodh an t-imeacht ar an Nuacht ar RTÉ agus TG4, agus fuarthas aiseolas fiordhearfach faoi:

- Ghlac 7,000 duine de gach aon aois páirt ann;
- 17 bus a thaisteal go BÁC ó fud fad an oileáin;
- 1,400 giolc a bhain leas as an haischlib oifigiúil #GaeilgeBheo;
- Dúirt 96% de rannpháirtithe go bhfreastalóidís ar an imeacht arís.

Scaipeadh 350,000 cóip den dlúthdhiosca CEOL 2018 (ar gach dalta iar-bhunscoile a bhfuil staidéar á dhéanamh acu ar an nGaeilge, agus cóip go gach bunscoil chomh maith) mar chuid de Bhliain na Gaeilge. Is idir chóipeanna crua agus chóid íoslódálacha a scaipeadh. I measc na gceoltóirí ghlac páirt bhí Macklemore, Picture This, JP Cooper, John Gibbons agus tuilleadh. Cuireadh físeáin le chéile leis na hamhráin agus bhreathnaigh nach mór 1,000,000 ar an bhfíseán de Picture This, mar shampla. Bhí Eoghan McDermott lárnach sa tionscadal seo.

Reáchtáladh dhá chomórtas scoile mar chuid de Bhliain na Gaeilge 2018. Is comórtas ealaíne do bhunscoileanna amháin a bhí i gceann acu, agus bronnadh duais €1,000 don phictiúr is fearr i ngach contae. Seoladh beagnach 4,000 iarratas isteach don chomórtas ealaíne. Gaelfhiseán na Bliana ab ainm don chomórtas eile. Bhí an comórtas seo oscailte do bhunscoileanna agus d'iar-bhunscoileanna. Iarradh ar scoileanna físeáin cheoil a chruthú as Gaeilge. Bhí €1,000 le bronnadh ar an bhfíseán is fearr i ngach contae, agus seoladh os cionn 200 iarratas isteach don chomórtas seo. Thaistil foireann Bhliain na Gaeilge mórthimpeall an oileáin leis na duaiseanna a bhronnadh ar gach scoil a raibh an bua acu – 64 ócáid inar bronnadh €64,000. Mar chuid de Bhliain na Gaeilge, agus don chéad uair riamh, bhí láthair champála Ghaeltachta ag an bhféile cheoil is mó ar an oileán, Electric Picnic.

Le linn Bhliain na Gaeilge, cruthaíodh neart deiseanna le cás na Gaeilge agus na Gaeltachta a phlé. Tarraingíodh aird orthu nuair a pléadh Bliain na Gaeilge ar chlár ar an stáisiún raidió Newstalk – is as seo a tháinig an haischlib #NíSéCGL ar Twitter, a bhí ag treochtáil go forleathan ar an suíomh. Coimisiúnaíodh clár faisnéise ar RTÉ ina raibh Bláthnaid Ní Chofaigh, ambasadóir Bhliain na Gaeilge, mar láithreoir. *Lig Liom* an t-ainm a bhí ar an gelár agus tharraing Bláthnaid aird ar an bhfrustrachas a bhíonn ar Ghaeilgeoirí agus iad ag streachailt le saol ina bhfuil an Béarla mar réamhshocrú.

Scéim na bhFéilte & Scéim na gCompántas Drámaíochta

Cuireadh maoiniú ar fáil do 46 féile faoi Scéim na bhFéilte 2018 agus cuireadh maoiniú ar fáil do 18 gCompántas Drámaíochta faoi Scéim na gCompántas Drámaíochta 2018.

STATUS OF IRISH IN THE EDUCATION SYSTEMS

Gael Linn

€650,183 was provided to the lead organisation Gael Linn to carry out a programme of work in the area of Education in the English Language Sector and Adult Education, and Opportunities for Use for School Pupils.

Irish-medium education

Funding of €708,562 was provided to the lead organisation Gaeloideachas to carry out a programme of work in the area of Irish-medium Education / Immersion Education and Irish Medium Preschool Education. A further grant of €10,000 was provided to Gaeloideachas to undertake another project in partnership with Conradh na Gaeilge and An Foras Pátrúnachta.

A strategic plan for Gaeloideachas which referred to the years 2018–2020 was developed and launched.

Gaeloideachas supported primary and post-primary schools in the Gaeltacht who are taking part in the scheme for recognition as a Gaeltacht school. Advice was provided to schools which had not registered with the recognition scheme in 2017.

Gaeloideachas acted as an independent voice for Gaeltacht schools at the level of the Gaeltacht Education Policy Unit; the Steering Committee of the Language Assistants' Scheme; and as an Education Partner of the Department. Gaeloideachas actively participated in meetings, events, seminars and other fora for the purpose of representing the Gaeltacht schools.

The new website, www.gaeloideachas.ie was launched in November 2018. It is continually updated with material and comprehensive information is sent to schools on an ongoing basis through newsletters, email and social media. A new membership pack has been developed for the schools. The organisation dealt with continuous inquiries throughout the year in relation to access to / establishment of schools and pre-schools. Training workshops on general supports for naíonraí were held. Discussions are ongoing with other organisations about policies which support Irish and Irish-medium education.

The areas in which new primary schools are to be sited were announced in May and Gaeloideachas contacted the 53 closest Irish-medium primary schools to these areas seeking information about the implications for them. Ongoing discussion was conducted with the Foras Pátrúnachta and Comhairle na Gaelscolaíochta about the issue and an information campaign was conducted in conjunction with them.

A playlist of songs for naíonraí was developed on YouTube.

The strategic discussion with the Department of Education and Skills continued on a development policy for *Aonaid* (Irish-medium units) in relation to the basis for establishing units, quality of provision and criteria for achieving independent status.

Significant progress was made on the development of an admissions policy for Irish-medium schools. Two of Gaeloideachas' three proposals were adopted and lobbying work continues on the third which relates to the transition from naíonra to an all-Irish primary school.

STÁDAS NA GAELIGE SNA CÓRAIS OIDEACHAIS

Gael Linn

Cuireadh €650,183 ar fáil don cheanneagraíocht Gael Linn chun clár oibre a chur i gcrích sa mhór-réimse Oideachas in Earnáil an Bhéarla, agus d'Aosaigh agus Deiseanna Úsáide do Dhaltaí Scoile.

Gaeloideachas

Cuireadh €708,562 ar fáil don cheanneagraíocht Gaeloideachas chun clár oibre a chur i gcrích sa mhór-réimse Gaeloideachas/Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge. Cuireadh deontas €10,000 sa bhreis ar fáil do Ghaeloideachas chun tabhairt faoi thionscadal eile i gcomhpháirt le Conradh na Gaeilge agus leis an bhForas Pátrúnachta.

Forbraíodh agus seoladh plean straitéiseach do Ghaeloideachas a thagair do na blianta 2018–2020.

Chuir Gaeloideachas tacaíocht ar fáil do scoileanna bunleibhéil agus iar-bhunleibhéil Gaeltachta atá páirteach sa scéim aitheantais mar scoil Gaeltachta. Cuireadh comhairle ar fáil do scoileanna nár chláraigh leis an scéim aitheantais in 2017.

D'fheidhmigh Gaeloideachas mar ghuth neamhspleách do na scoileanna Gaeltachta ag leibhéal an Aonaid Polasaí Oideachais Gaeltachta; Coiste Stiúrtha Scéim na gCúntóirí Teanga; agus mar Pháirtneir Oideachais de chuid na Roinne. Bhí Gaeloideachas rannpháirteach go gníomhach i gcuinnithe, ócáidí, seimineáir agus fóraim le hionadaíocht a dhéanamh thar ceann na scoileanna Gaeltachta.

Seoladh an suíomh gréasáin nua, www.gaeloideachas.ie i mí na Samhna 2018. Cuireadh agus cuirtear ábhar air go leanúnach mar aon le heolas cuimsitheach a sheoltar chuig na scoileanna ar bhonn leanúnach trí nuachtlitracha, ríomhphoist agus ar na meáin shóisialta. Forbraíodh paca ballraíochta nua le haghaidh scoileanna. Rinneadh freastal ar fhiosrúcháin leanúnacha maidir le rochtain ar/bunú scoileanna agus naíonraí le linn na bliana. Reáchtáladh ceardlanna oiliúna ar thacaíochtaí ginearálta do naíonraí. Tá plé ar bun le heagrais eile faoi pholasaithe a thacaíonn leis an nGaeilge agus leis an oideachas lán-Ghaeilge.

Fógraíodh na ceantair i mí Bealtaine do bhunscoileanna nua agus rinne Gaeloideachas teagmháil leis an 53 bunscoil lán-Ghaeilge is gaire do na ceantair seo le heolas a lorg uathu maidir leis na himpleachtaí a bheadh ann dóibh. Rinneadh plé leanúnach leis an bhForas Pátrúnachta agus le Comhairle na Gaelscolaíochta ina leith agus ritheadh feachtas eolais i gcomhar leo.

Forbraíodh seinnliosta d'amhráin don naíonra ar YouTube.

Leanadh den phlé straitéiseach leis an Roinn Oideachais agus Scoileanna faoi pholasaí forbartha na nAonad lán-Ghaeilge maidir leis an mbunús le haonaid a bhunú, caighdeán an tsoláthair agus critéir le stádas neamhspleách a bhaint amach a aithint.

Rinneadh dul chun cinn suntasach ar fhorbairt polasaí iontrála scoileanna lán-Ghaeilge. Glacadh le dhá cheann de na trí mholadh a rinne Gaeloideachas agus leanann obair stocaireachta ar aghaidh maidir leis an tríú ceann a bhaineann le haistriú ón naíonra go bunscoil lán-Ghaeilge.

A development conference was organised, attended by 350, the largest attendance ever.

The CAER (European Regions Educational Association) conference was held in partnership with Comhairle na Gaelscolaíochta and a conference on immersion education in partnership with Mary Immaculate College.

Gaeloideachas was engaged with researchers on a project regarding the reasons parents choose nursery schools. A directory of research is available at www.gaeloideachas.ie.

Gaeloideachas was actively involved in the Irish-medium education committee of the National Association of Principals and Deputy Principals on the issue of post-primary Irish-medium education. An information session was organised at that organisation's conference for Irish-medium and Gaeltacht post-primary principals.

In the area of language socialisation, the networking and socialisation of the language between children and between educational establishments was facilitated via a project involving self-run events called *Le Chéile Trí Ghaeilge*. 214 pre-schools, primary and secondary schools took part in the scheme during the year. Gaeloideachas was involved in establishing a new network for post-primary teachers of Irish.

Gaeloideachas worked continuously raising awareness among parents and the school community about the advantages of continuing from primary to post-primary Irish-medium school and the factors influencing this. Three new booklets about Irish-medium post-primary education were published (a version for schools outside the Gaeltacht; a bilingual version; and an Irish-only version) about post-primary education in the Gaeltacht. A booklet entitled *Déan Comhrá* was published and also distributed as a PDF to schools and pre-schools.

Gaeloideachas lobbied the Department of Children and Youth Affairs, Tusla, childcare committees and publicly-funded voluntary organisations to provide training, inspection, support services and appropriate aids for pre-schools.

Advice and support were provided to prospective patrons and trustees about different models of provision (Irish-medium units, gradual changing of language ethos and so forth) with a view to ensuring quality of provision.

Gaeloideachas, in cooperation with Comhairle na Gaelscolaíochta, prepared an information leaflet about the importance of continuity from pre-school to primary school and distributed it widely to pre-schools, schools and politicians.

5 new pre-schools were opened in September 2018: Kildare, Enniscorthy, Cavan, Clonmel, Carrick-on-Shannon.

DISCUSSION AND REPRESENTATION

Foras na Gaeilge has nominated representatives on various boards and committees relating to education on an all-island basis and the representatives took part in the various meetings, for example, Comhairle na Gaelscolaíochta, the National Council for Curriculum & Assessment and An Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta.

Eagraíodh tionól forbartha ar fhreastail níos mó ná 350 duine air, an freastal is mó riamh.

Reáchtáladh comhdháil CAER (Cumann Oideachais na Réigiún Eorpach) i gcomhpháirt le Comhairle na Gaelscolaíochta agus comhdháil faoin tumoideachas i gcomhpháirt le Coláiste Mhuire Gan Smál.

Bhí Gaeloideachas ag plé le taighdeoirí faoi thionscadal a bhaineann le cúiseanna a roghnaíonn tuistí naíonraí. Tá eolaire de thaighde ábhartha ar www.gaeloideachas.ie.

Bhí Gaeloideachas ag feidhmiú go gníomhach ar choiste Gaeloideachais an Chumainn Náisiúnta Príomhoidí agus Príomhoidí Tánaisteacha maidir leis an iar-bhunscolaíocht lán-Ghaeilge. Cuireadh seisiún eolais ar fáil ag comhdháil an chumainn sin do phríomhoidí iar-bhunscoile lán-Ghaeilge agus Gaeltachta.

Maidir le sóisialú teanga de, éascaíodh gréasánú agus sóisialú na teanga idir páistí agus idir na forais tumoideachais trí thionscadal imeachtaí féin-reáchtáilte, *Le Chéile Trí Ghaeilge*, a riar. Ghlac 214 naíonra, bunscoil agus iar-bhunscoil páirt sa scéim i mbliana. Bhí Gaeloideachas rannpháirteach i mbunú gréasáin úrnua do mhúinteoirí Gaeilge iar-bhunleibhéil.

D'oibrigh Gaeloideachas go leanúnach le feasacht a ardú i measc tuismitheoirí agus phobal na scoileanna ar bhuntáistí an leanúnachais ón mbunscoil go hiar-bhunscoil lán-Ghaeilge agus na fachtóirí a théann i gcionn air. Foilsíodh trí leabhrán nua maidir leis an iar-bhunscolaíocht trí mheán na Gaeilge (leagan do na scoileanna lasmuigh den Ghaeltacht; leagan dátheangach; agus leagan i nGaeilge amháin) maidir le hiar-bhunscolaíocht sa Ghaeltacht. Foilsíodh leabhrán *Déan Comhrá* agus scaipeadh é freisin mar PDF ar scoileanna agus naíonraí.

Rinne Gaeloideachas stocaireacht ar an Roinn Leanáí agus Gnóthaí Óige, Tusla, coistí cúram leanáí agus eagraíochtaí deonacha a fhaigheann maoiniú ó fhoinsí poiblí le hoiliúint, cigireacht, seirbhísí tacaíochta agus áiseanna cuí a sholáthar do naíonraí.

Cuireadh comhairle agus tacaíocht ar fáil do phátrúin agus iontaobhaithe ionchasacha ar mhúnlaí éagsúla soláthair (aonaid, athrú sainmheoin teanga ar bhonn céimiúil, nó eile) le caighdeán an tsoláthair a dheimhniú.

D'ullmhaigh Gaeloideachas, i gcomhar le Comhairle na Gaelscolaíochta, bileog eolais faoi thábhacht an leanúnachais ón naíonra go bunscoil agus scaipeadh go forleathan í ar naíonraí, ar scoileanna agus ar pholaiteoirí.

Osclaíodh 5 naíonra nua i Meán Fómhair 2018: Cill Dara, Inis Córthaidh, An Cabhán, Cluain Meala, Cora Droma Rúisc.

PLÉ AGUS IONADAÍOCHT

Tá ionadaithe ainmnithe ag Foras na Gaeilge ar bhoird agus ar choistí éagsúla a bhaineann le cúrsaí oideachais ar bhonn uile-oileáin agus bhí na hionadaithe rannpháirteach sna cruinnithe éagsúla, mar shampla, Comhairle na Gaelscolaíochta, an Chomhairle Náisiúnta Curaclaim & Measúnachta agus an Chomhairle um Oideachas Gaeltachta & Gaelscolaíochta.

Foras na Gaeilge is involved in the Advisory Group on Gaeltacht Education as regards the implementation of the Policy on Gaeltacht Education 2017-2022.



Bláthnaid Ní Chofaigh attending as part of the campaign Do Ghairm le Gaeilge at the gradireland Fair in the RDS, Dublin.

Bláthnaid Ní Chofaigh i láthair mar chuid den fheachtas Do Ghairm le Gaeilge ag Aonach gradireland san RDS, Baile Átha Cliath.

Tá Foras na Gaeilge rannpháirteach sa Ghrúpa Comhairleach um Oideachas Gaeltachta mar a bhaineann sé le cur i bhfeidhm an Pholasaí don Oideachas Gaeltachta 2017-2022.



Gaelbhreach á ceiliúradh ag Seán Ó Coinn (lár) Príomhfheidhmeannach Foras na Gaeilge, agus láithreoirí aitheanta Micheál Ó Ciaraidh agus Gráinne Bleasdale. Chief Executive of Foras na Gaeilge, Seán Ó Coinn (centre) celebrating Gaelbhreach with well-known presenters Micheál Ó Ciaraidh and Gráinne Bleasdale.

CORPORATE OBJECTIVE 2:

ACQUISITION - *To support learning, acquisition and consolidation of Irish by: increasing the number of learning opportunities at all levels and enhancing the quality of teaching*

CONTRIBUTE TO THE ACQUISITION OF IRISH THROUGH COLLABORATION AND PARTNERSHIP

Glór na nGael

A sum of €1,089,510 was provided for the lead organisation Glór na nGael to carry out a program of work in the area of Community and Economic Development.

Gael Linn

A grant of €650,183 was provided to the lead organisation Gael Linn to carry out a programme of work in the area of Education in the English Language Sector and Adult Education, and Opportunities for Use for School Pupils.

In relation to the English-medium schools sector, Gael Linn recognised that a major deficiency in the teaching of Irish was not having a subject association for Irish-language teachers. The matter was discussed with individual teachers and stakeholders and subsequently an inaugural committee was selected and the new organisation launched at the Education Conference in November 2018 which was attended by over 300 teachers and educators. *An Gréasán* is the working title of the organisation which will operate on an all-island basis.

An important aspect of work in this area is reviewing and making recommendations on current policies in the education sector in both jurisdictions. Major publications during the year included:

- research conducted by Gael Linn in preparation for an updated version of the Mercator report: *The Irish language in education in Northern Ireland* (third edition);
- a report prepared entitled *The Irish language in Northern Ireland*. The report was made available to the Department of Education, the Education Authority, teachers, stakeholders, and academics;
- a discussion paper on trends in the number of students choosing the Irish language as a GCSE subject and choosing other languages due to the emphasis on STEM (Science, Technology, Engineering and Mathematics) subjects. This discussion paper was shared with delegates at a meeting in Westminster, with the Northern Ireland Centre for Information on Language Teaching and Research and with members of parliament.

In terms of adult education, Gael Linn provided information about classes, courses and resources for adult learners by phone, email and through the website www.eolaireg.ie. They also had information stands at exhibitions and in libraries.

Gael Linn continued to engage and cooperate with the European certificate in Irish (TEG – Teastas Eorpach na Gaeilge) to improve the quality of teaching in the adult education sector through information sessions and workshops, for example, the workshop for tutors in Newry, Co. Down, in October 2018.

CUSPÓIR CORPARÁIDEACH 2: **SEALBHÚ** – *Tacú le foghlaim, sealbhú agus daingniú na Gaeilge trí: cur le líon na ndeiseanna foghlama ag gach leibhéal agus cur le caighdeán teagaisc*

CUR LE SEALBHÚ NA GAEILGE TRÍ CHOMHOIBRÍÚ AGUS TRÍ CHOMHPHÁIRTÍOCHT

Glór na nGael

Cuireadh €1,089,510 ar fáil don cheanneagraíocht Glór na nGael chun clár oibre a chur i gcrích sa réimse Forbairt Pobail agus Eacnamaíochta.

Gael Linn

Cuireadh deontas ar luach €650,183 ar fáil don cheanneagraíocht Gael Linn chun clár oibre a chur i gcrích sa réimse Oideachas in Earnáil an Bhéarla, agus d'Aosaigh agus Deiseanna Úsáide do Dhaltaí Scoile.

I dtaca le hearnáil na scoileanna Béarla de, d'aithin Gael Linn gur easnamh mór ar mhúineadh na Gaeilge gan cumann ábhair a bheith ann le haghaidh múinteoirí Gaeilge. Rinneadh an scéal a chíoradh le múinteoirí aonair agus le páirtithe leasmhara agus dá thoradh sin roghnaíodh coiste tionscnaimh agus seoladh an eagraíocht úr ag an Tionól Oideachais i Samhain 2018 ag a raibh breis agus 300 múinteoir agus lucht oideachais. *An Gréasán* an teideal oibre atá ar an eagraíocht a bheidh ag feidhmiú ar bhonn uile-oileáin.

Gné thábhachtach den obair sa réimse seo ná athbhreithniú agus moltaí a dhéanamh i dtaca le polasaithe reatha san earnáil oideachais sa dá dhlíne. Ar na mór-fhoilseacháin i rith na bliana bhí:

- taighde a rinne Gael Linn mar ullmhúchán do leagan uasdátaithe den tuairisc de chuid Mercator: *The Irish language in education in Northern Ireland* (an tríú heagrán);
- tuairisc a réitíodh dar teideal *An Ghaeilge i dTuaisceart Éireann*. Cuireadh an tuairisc ar fáil don Roinn Oideachais, d'Údarás an Oideachais, do mhúinteoirí, do pháirtithe leasmhara, agus don lucht léinn;
- plépháipéar a scríobhadh ar threochtaí maidir le líon na ndaltaí a roghnaíonn an Ghaeilge mar ábhar don TGM (Teastas Ginearálta an Mheánoideachais) agus a roghnaíonn teangacha eile de dheasca na béime ar ábhair ETIM (Eolaíocht, Teicneolaíocht, Innealtóireacht agus Matamaitic). Dáileadh an plépháipéar sin ar na teachtaí ag cruinniú in Westminster, ar an Northern Ireland Centre for Information on Language Teaching and Research agus ar bhaill parlaiminte.

Maidir leis an oideachas d'aoisigh, chuir Gael Linn seirbhís eolais ar fáil faoi ranganna, chúrsaí agus acmhainní d'fhoghlaimoírí fásta, ar an bhfón, trí ríomhphost agus tríd an suíomh www.eolaireg.ie. Bhí seastáin eolais acu freisin ag taispeántais agus i leabharlanna.

Lean Gael Linn ag plé agus ag comhoibriú le TEG (Teastas Eorpach na Gaeilge) d'fhonn caighdeán múinteoireachta san earnáil aosoideachais a fheabhsú trí sheisiúin eolais agus ceardlanna, mar shampla, an cheardlann do theagascóirí san Iúr, Co. an Dúin, i mí Dheireadh Fómhair 2018.

Gael Linn distributed information on the Líoifa scheme and the Foras na Gaeilge and Gael Linn scholarships on social media.

Gaeloideachas

A grant of €708,562 was provided to the lead organisation Gaeloideachas to carry out a programme of work in the area of Irish-medium Education / Immersion Education and Irish-medium Pre-school Education. An additional grant of €10,000 was made available to Gaeloideachas to undertake a further project in partnership with Conradh na Gaeilge and the Foras Pátrúnachta.

An tÁisaonad

A grant of Stg£272,486 was approved for the Áisaonad (St. Mary's University College, Belfast) to provide resources for the Irish-medium sector. Additional funding of Stg£28,000 was approved during 2018 to reprint various titles.

Scríobh Leabhar (Write a Book)

In this project primary school children are asked to write a book, providing an opportunity to experience the creativity, skills and, of course, fun involved in writing and publishing one's own book. 9 education centres took part in the project in the 2017/2018 school year: West Dublin Education Centre; Kilkenny Education Centre; Carrick-on-Shannon Education Centre; Clare Education Centre; Gortahork Education Centre; West Cork Education Centre; Laois Education Centre; Cork Education Centre; and Tralee Education Centre. Schools in Northern Ireland also took part in the project in the school year 2017/2018 with support from the Áisaonad. The project was a great success with almost 8,000 children participating. Some of the books written were made available on the website scriobhleabhar.ie.

PROMOTING THE TEACHING OF IRISH

AN GÚM - PUBLICATIONS

Primary School Project: Séideán Sí

A new agreement was signed with the Department of Education and the Council for the Curriculum, Examinations and Assessment on the development of the next three-year project. Work commenced on support materials for reading and comprehension of third to sixth Class novels.

The following were published for pre-school and primary school pupils:

Oisín ar an bPota and *Bláithín ar an bPota*

by Bairbre Ní Chuanaigh and illustrated by Sheena Dempsey

Two books aimed at young children learning about toilet training. A special event was organised in conjunction with Tuismitheoirí na Gaeltachta in An Cheathrú Rua.

An Saor Cloiche Mishona

by Charlotte Guillain and illustrated by Steve Dorado

Irish language version of a Japanese folktale.

Tír na Deo

by J.M. Barrie

a new edition of Máiréad Ní Ghráda's famous translation first published in 1939.

Scaip Gael Linn eolas maidir leis an scéim Líofa agus scoláireachtaí Fhoras na Gaeilge ar na meáin shóisialta.

Gaeloideachas

Cuireadh deontas ar fáil don cheanneagraíocht Gaeloideachas ar luach €708,562 le clár oibre a chur i gcrích sa mhór-réimse Gaeloideachas / Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge. Cuireadh deontas €10,000 breise ar fáil do Ghaeloideachas chun tabhairt faoi thionscadal eile i gcomhpháirt le Conradh na Gaeilge agus leis an bhForas Pátrúnachta.

An tÁisaonad

Faomhadh deontas ar luach Stg£272,486 don Áisaonad (Coláiste Ollscoile Naomh Muire, Béal Feirste) le háiseanna a sholáthar d'earnáil na Gaelscolaíochta. Ceadaiódh maoiniú breise ar luach Stg£28,000 le linn 2018 chun athchló a dhéanamh ar theidil éagsúla.

Scríobh Leabhar

Sa tionscadal seo iarrtar ar pháistí bunscoile leabhar a scríobh, rud a thugann an deis dóibh taithí a fháil ar an gcruthaitheacht, ar na scileanna agus, ar ndóigh, ar an spraoi, a bhaineann lena leabhair féin a scríobh agus a fhoilsiú. Bhí 9 n-ionad oideachais páirteach sa tionscadal sa scoilbhliain 2017/2018: Ionad Oideachais Bhaile Átha Cliath Thiar; Ionad Oideachais Chill Chainnigh; Ionad Oideachais Cora Droma Rúisc; Ionad Oideachais an Chláir; Ionad Oideachais Ghort an Choirce; Ionad Oideachais Iarthar Chorcaí; Ionad Oideachais Laoise; Ionad Oideachais Chorcaí; agus Ionad Oideachais Thrá Lí. Ghlac scoileanna i dTuaisceart Éireann páirt sa tionscadal sa scoilbhliain 2017/2018 chomh maith, le tacaíocht ón Áisaonad. D'éirigh thar barr leis an tionscadal agus bhí beagnach 8,000 páiste páirteach ann. Tá cuid de na leabhair a scríobhadh ar fáil ar an suíomh gréasáin scriobhleabhar.ie.

MÚINEADH NA GAEILGE A CHUR CHUN CINN

AN GÚM - FOILSEACHÁIN

An Tionscadal Bunscoile: Séideán Sí

Siníodh comhaontú nua leis an Roinn Oideachais agus leis an gComhairle Curaclaim, Scrúdúcháin agus Measúnachta maidir leis an gcéad tionscadal trí bliana eile a fhorbairt. Cuireadh tús le hobair ar ábhar tacaíochta léitheoireachta agus tuisceana i gcomhair úrscéalta rang a trí go dtí rang a sé.

Foilsíodh na saothair seo a leanas do dhaltáí réamhscoile agus bunscoile:

Oisín ar an bPota agus Bláithín ar an bPota
le Bairbre Ní Chuanaigh agus maisithe ag Sheena Dempsey
Dhá leabhar atá dírithe ar pháistí óga atá ag foghlaim faoi dhul ar an bpota den chéad uair. Eagraíodh ócáid ar leith faoi na leabhair i gcomhar le Tuismitheoirí na Gaeltachta ar an gCeathrú Rua.

An Saor Cloiche Mishona
le Charlotte Guillain agus maisithe ag Steve Dorado
Insint Ghaeilge ar scéal béaloidis ón tSeapáin.

Tír na Deo
le J.M. Barrie
Máiréad Ní Ghráda a rinne an leagan Gaeilge
Eagrán nua den aistriúchán cáiliúil a foilsíodh in 1939 a chéad uair.

Gael Linn

A grant of €650,183 was provided to the lead organisation Gael Linn to carry out a programme of work in the area of Education in the English Language Sector and Adult Education, and Opportunities for Use for School Pupils.

Summer Camp Scheme

Through the Summer Camps Scheme Foras na Gaeilge provided grants for 86 camps throughout the island to the value of €174,711. The scheme allowed over 3,880 young people to benefit from and enjoy the Irish language.

Supporting pre-school education

Foras na Gaeilge approved a grant of Stg£5,000 to Comhairle na Gaelscolaíochta to support a training course for pre-school practitioners to enable them attain a pre-school qualification NVQ (National Vocational Qualification) level 3 or NFQ (National Framework of Qualifications) level 5.

Discussion and representation

Foras na Gaeilge had a productive meeting with the Department of Education and Skills in December to start the discussion on the issue of ITE (Initial Teacher Education) among others. Foras na Gaeilge hopes to build on that discussion and on the relationship with the Department of Education and Skills in the future.

LEXICOGRAPHY

Cross-dictionary editing and quality control was carried out on 41,000 sense units in the New English-Irish Dictionary as part of the preparation for the printed version. By the end of 2018, this phase had been completed on 76% of the content of the printed version. A further 968,201 words of transcribed material have been prepared for the Corpus of Irish as a foundation for the Lexicography Strategy - an increase from 3.2 million words to 4.1 million words.

The free version of the New English-Irish Dictionary app was launched and 8,600 copies were downloaded.

A new dictionary portal site focal.ie containing over 91,000 Irish words was launched.

1.9 million individual users used the focloir.ie site and there were 23 million page views, up 26% on 2017. 1.5m unique users used the teanglann.ie site which had 27 million page views, an increase of 21% on 2017.

NEW TERMINOLOGY

The Terminology Committee approved 7,500 new terms and made them available online. These included terms from the New English-Irish Dictionary

37 batches of new terms arising from the New English-Irish Dictionary project were submitted to the Terminology Committee (5,062 terms) as part of the preparation for the printed version.

There were 11 meetings of the Terminology Committee in 2018. 10 new members were appointed to the committee, which greatly enhanced the committee's areas of expertise in matters such as current affairs, journalism, sport, dialects.

Gael Linn

Cuireadh deontas ar luach €650,183 ar fáil do Ghael Linn chun clár oibre a chur i gcrích sa mhór-réimse Oideachas in Earnáil an Bhéarla, agus d'Aosaigh agus Deiseanna Úsáide do Dhaltaí Scoile.

Scéim na gCampáí Samhraidh

Trí Scéim na gCampáí Samhraidh chuir Foras na Gaeilge deontais ar fáil le haghaidh 86 campa ar fud an oileáin ar luach €174,711. Thug an scéim seans do bhreis is 3,880 duine óg tairbhe agus taitneamh a bhaint as an nGaeilge.

Tacú leis an náiscolaíocht

Cheadaigh Foras na Gaeilge deontas ar luach Stg£5,000 do Chomhairle na Gaelscolaíochta chun tacú le cúrsa oiliúna do chleachtóirí náiscolaíochta le cáilíocht réamhscoile CNG (Cáilíocht Náisiúnta Gairmoideachais) leibhéal 3 nó CNC (an Creat Náisiúnta Cáilíochtaí) leibhéal 5 a bhaint amach.

Plé agus ionadaíocht

Bhí cruinniú fiúntach ag Foras na Gaeilge leis an Roinn Oideachais agus Scileanna i mí na Nollag le tús a chur leis an bplé ar cheist OTM (Oideachas Tosaigh Múinteoirí) i measc nithe eile. Tá súil ag Foras na Gaeilge tógáil ar an bplé sin agus ar an gcaidreamh leis an Roinn Oideachais agus Scileanna amach anseo.

AN FHOCLÓIREACHT

Rinneadh eagarthóireacht trasfhoclóra agus rialú cáilíochta ar 41,000 aonad céille san Fhoclóir Nua Béarla-Gaeilge mar chuid den ullmhúchán don leagan clóite. Faoi dheireadh 2018, bhí an chéim sin curtha i gcrích ar 76% den ábhar a bheidh sa leagan clóite. Tá 968,201 focal sa bhreis d'ábhar tras-scríofa ullmhaithe do Chorpas na Gaeilge mar dhúshraith don Straitéis Foclóireachta - méadú ó 3.2 milliún focal go dtí 4.1 milliún focal

Seoladh an leagan saor in aisce d'aip an Fhoclóra Nua Béarla-Gaeilge agus íoslódáladh 8,600 cóip di.

Seoladh suíomh tairisí nua foclóra focal.ie a bhfuil breis is 91,000 focal Gaeilge le fáil air.

D'úsáid 1.9 milliún úsáideoir aonair suíomh focloir.ie agus breathnaíodh ar 23 milliún leathanach, méadú 26% ó 2017. D'úsáid 1.5 milliún úsáideoir aonair suíomh teanglann.ie agus breathnaíodh ar 27 milliún leathanach, méadú 21% ó 2017.

AN NUATHÉARMAÍOCHT

Rinne an Coiste Téarmaíochta faomhadh ar 7,500 téarma úr agus cuireadh ar fáil ar líne iad. Ina measc siúd bhí téarmaí ón bhFoclóir Nua Béarla-Gaeilge

Cuireadh 37 mbaisc de théarmaí nua a d'eascair ó thionscadal an Fhoclóra Nua Béarla-Gaeilge faoi bhráid an Choiste Téarmaíochta (5,062 théarma) mar chuid den ullmhúchán don leagan clóite.

Bhí 11 chruinniú den Choiste Téarmaíochta ann sa bhliain 2018. Ceapadh 10 mball nua ar an gCoiste, a chuir go mór le réimsí saineolais an Choiste in ábhair amhail cúrsaí reatha, iriseoireacht, spórt, agus canúintí.

Bhí rochtain leanúnach ag an bpobal ar an mBunachar Náisiúnta Téarmaíochta ar www.tearma.ie. Cuireadh tús le togra nua chun an bunachar a athchóiriú agus chun suíomh nua poiblí a dhearadh.

The National Terminology Database was accessible on an ongoing basis to the public on www.tearma.ie. A new project was begun to refurbish the database and design a new public website.

A new effective system was put in place to enable members of the Terminology Committee to approve new terminology which arose on foot of the dictionary project.



Dr Gearóid Trimble, Programme Manager: Community and Business, Foras na Gaeilge with Eoghan Mac Cormaic, Development Manager, Business and Entrepreneurship, Glór na nGael.

An Dr Gearóid Trimble, Clárghainisteoir: Pobal agus Gnó, Foras na Gaeilge le Eoghan Mac Cormaic, Bainisteoir Forbartha, Gnó agus Fiontraíocht, Glór na nGael.

PROMOTING TEACHING THROUGH THE MEDIUM OF IRISH

A grant to the value of €708,562 was made to the lead organisation Gaeloideachas to complete a programme of work program in the area of Irish medium education/Immersion Education and Irish Medium Preschool Education. An additional grant of €10,000 was made available to Gaeloideachas to undertake a further project in partnership with Conradh na Gaeilge and An Foras Pátrúnachta.

A grant of Stg£272,486 was approved for the Áisaonad (St Mary's University College, Belfast) to provide resources for the Irish-medium sector. Additional funding of Stg £28,000 was approved during 2018 to reprint various titles.

A grant of €17,640 was made to Achieve Online Learning Ltd. to develop an online interactive maths project the Project mat develop interactive online and make it available through Irish to the Irish-medium education sector.

AN GÚM - PUBLICATIONS

These publications were made available:

Primary:

- Additional support sheets for teachers and students for the mathematics posters based on the textbooks in the *Mata go Deo* series.
- Online resources in History for sixth class (*Féach Thart*).
- Four issues of the newsletter on the environment *Lion an Dúlra*.

Cuireadh córas nua éifeachtach ar bun chun a chur ar a gcumas do bhaill an Choiste Téarmaíochta an nuathéarmaíocht a d'eascair ó thionscadal an fhoclóra a fhaomhadh.

MÚINEADH TRÍ MHEÁN NA GAEILGE A CHUR CHUN CINN

Cuireadh deontas ar fáil don cheanneagraíocht Gaeloideachas ar luach €708,562 chun clár oibre a chur i gcrích sa mhór-réimse Gaeloideachas/Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge. Cuireadh deontas €10,000 breise ar fáil do Ghaeloideachas chun tabhairt faoi thionscadal eile i gcomhpháirt le Conradh na Gaeilge agus leis an Fhoras Pátrúnachta.

Ceadaíodh deontas ar luach Stg£272,486 don Áisaonad (Coláiste Ollscoile Naomh Muire, Béal Feirste) chun áiseanna a sholáthar d'earnáil na Gaelscolaíochta. Ceadaíodh maoiniú breise ar luach Stg£28,000 le linn 2018 chun athchló a dhéanamh ar theidil éagsúla.

Ceadaíodh deontas ar luach €17,640 do Achieve Online Learning Ltd. chun tionscadal mata idirghníomhach ar líne a fhorbairt agus a chur ar fáil trí mheán na Gaeilge d'earnáil na Gaelscolaíochta.

AN GÚM – FOILSEACHÁIN



Ag an seoladh do *Aistear tríd an Inchinn*, Seosamh Ó Murchú, Príomheagarthóir, An Gúm, an craoltóir aitheanta (agus mac léinn leighis) Máire Treasa Ní Cheallaigh agus Fionnuala Nic Pháidín a d'aistrigh an leabhar go Gaeilge.

At the launch for *Aistear tríd an Inchinn*, Seosamh Ó Murchú, Chief Editor, An Gúm, the well-known broadcaster (and medical student) Máire Treasa Ní Cheallaigh and Fionnuala Nic Pháidín, who translated the book into Irish.

Cuireadh na foilseacháin seo ar fáil:

An Bhunscolaíocht:

- Bileoga breise tacaíochta do mhúinteoirí agus do dhaltá a bhaineann leis na póstaer mhatamaitice atá bunaithe ar na téacsleabhair sa tsraith *Mata go Deo*.
- Áiseanna ar líne sa Stair do rang a sé (*Féach Thart*).
- Ceithre eagrán den nuachtlitir faoin timpeallacht *Líon an Dúlra*.

Post-Primary:

- Leaving Certificate Mathematics Textbook (Higher Level).
- 6 additional chapters of the Leaving Certificate Art textbook online.
- Work continued on the core-textbook for Woodworking for the Junior Certificate and textbooks for the Leaving Certificate Construction Studies.
- The science colouring book *Aistear tríd an Inchinn* was published in conjunction with the Royal College of Surgeons in Ireland.

An Iar-bhunscolaíocht:

- Téacsleabhar Matamaitice don Ardeist (Ardleibhéal).
- 6 chaibidil sa bhreis den téacsleabhar Ealaíne don Ardeist ar líne.
- Leanadh leis an obair ar an mbun-téacsleabhar Adhmadóireachta don Teastas Sóisearach agus ar an téacsleabhar Staidéar Foirgníochta don Ardeistiméireacht.
- Foilsíodh an leabhar dathúcháin eolaíochta *Aistear tríd an Inchinn* i gcomhar le Coláiste Ríoga na Máinleá in Éirinn.

CORPORATE OBJECTIVE 3: USE

- To increase the use of Irish throughout the island of Ireland

TO INCREASE THE USE OF THE IRISH LANGUAGE THROUGH COOPERATION AND PARTNERSHIP

The following amounts were provided to these lead organisations who are working in areas relevant to this corporate objective.

- **Cumann na bhFiann - €745,136** to carry out a programme of work in the area of the Development of Opportunities for the Use of Irish and Networks for Younger People.
- **Oireachtas na Gaeilge - €628,883** to carry out a programme of work relating to Opportunities which Support the Use of Irish and Establishing Networks for Adults.
- **Glór na nGael - €1,089,510** to carry out a programme of work in the area of Community and Economic Development.
- **Conradh na Gaeilge - €840,866** to carry out a programme of work in the area of Raising Awareness, Language Protection and Representation (on behalf of the Language with State Authorities).
- **Gael Linn - €650,183** to carry out a programme of work in the area of Education in the English Language Sector and Adult Education, and Opportunities for Use for school pupils.
- **Gaeiloideachas - €708,562** to carry out a programme of work in the area of Irish-medium Education/Immersion Education and Irish-Medium Pre-School Education.

Gael Linn and Opportunities for Use

Gael Linn ran a comprehensive programme of events for primary school pupils and students at post-primary level. Thousands of pupils from all over the island took part and many usage networks were created in this way. Among the events were:

Primary level

- Coirm – a series of drama/entertainment festivals on an all-island basis in which 72 schools participated this year.
- Football festivals – 5 football festivals based in the Gaeltachtaí and entailing an overnight stay for teams from 8 school with around 20 pupils from each school participating in each festival.

Second Level

- Two Comórtas Náisiúnta Díospóireachta (national debating competitions) which involved over 200 teams from more than 150 participating schools this year.
- Scléip – a talent competition Irish-medium schools (music, singing, contemporary dance) in which over 30 schools participated.

Third Level

- Comórtas Náisiúnta Drámaíochta – (national drama competition) the final was held at the Oireachtas festival with heats held earlier.

CUSPÓIR CORPARÁIDEACH 3: **ÚSÁID** – *Úsáid na Gaeilge a mhéadú ar fud oileán na hÉireann*

CUR LE hÚSÁID NA GAEILGE TRÍ CHOMHOIBRIÚ AGUS TRÍ CHOMHPHÁIRTÍOCHT

Cuireadh na suimeanna thíos ar fáil do na ceanneagraíochtaí seo atá ag plé le réimsí oibre atá ábhartha don mhórchuspóir corparáideach seo.

- **Cumann na bhFiann - €745,136** chun clár oibre a chur i gcrích sa mhór-réimse Forbairt Deiseanna Úsáidte Gaeilge agus Gréasán do Dhaoine Óga.
- **Oireachtas na Gaeilge - €628,883** chun clár oibre a chur i gcrích sa mhór-réimse Deiseanna a thacaíonn le hÚsáid na Gaeilge agus le Bunú Gréasán do Dhaoine Fásta.
- **Glór na nGael - €1,089,510** chun clár oibre a chur i gcrích sa mhór-réimse Forbairt Pobail agus Eacnamaíochta.
- **Conradh na Gaeilge - €840,866** chun clár oibre a chur i gcrích sa mhór-réimse Ardú Feasachta, Cosaint Teanga agus Ionadaíocht (thar ceann na teanga le húdarais stáit).
- **Gael Linn - €650,183** chun clár oibre a chur i gcrích sa mhór-réimse Oideachas in Earnáil an Bhéarla, agus d'Aosaigh agus Deiseanna Úsáide do Dhaltaí Scoile.
- **Gaeloideachas - €708,562** chun clár oibre a chur i gcrích sa mhór-réimse Gaeloideachas/Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge.

Gael Linn agus Deiseanna Úsáidte

Chuir Gael Linn clár cuimsitheach imeachtaí ar siúl do dhaltai bunscoile agus do dhaltai ag an dara leibhéal. Ghlac na mílte daltaí páirt fud fad an oileáin agus cruthaíodh a lán líonraí úsáide dá bharr. Ar na himeachtaí bhí:

Bunleibhéal

- Coirm – sraith d'fhéilte drámaíochta/siamsaíochta ar bhonn uile-oileáin ina raibh 72 scoil páirteach i mbliana.
- Féilte peile – 5 cinn d'fhéilte lonnaithe sna gaeltachtaí ina raibh oíche as baile i gceist d'fhoirne ó 8 scoil le timpeall 20 dalta ó gach scoil páirteach i ngach féile.

Iar-bhunleibhéal

- Dhá Chomórtas Náisiúnta Díospóireachta ina raibh breis is 200 foirne ó bhreis is 150 scoil páirteach i mbliana.
- Scléip – comórtas tallainne do scoileanna lánGhaelacha (ceol, amhránaíocht, rince comhaimseartha) ina raibh breis is 30 scoil páirteach.

Tríú Leibhéal

- Comórtas Náisiúnta Díospóireachta – an Chraobh ag an Oireachtas – réamhbhabhtai roimh ré.

- Bréagchúirt Uí Dhálaigh - advocacy competition for law students, with preliminary rounds in King's Inns and the final held in the Four Courts, Dublin.
- Maidens Debating Competitions – one round was held in University College Dublin and another in Trinity College.
- Corn Uí Chon Cheanainn - sponsorship and advice were provided to this sean-nós competition for third level students.

Glór na nGael

Glór na nGael's national competition is the focus for the Irish language organisers and thus the development of a range of community groups.

Glór na nGael's Irish language organisers (and the advice they provide) at a local level are the most valuable service offered by Glór na nGael.

Fondúireacht Sheosaimh Mhic Dhonncha (The Seosamh Mac Donncha Foundation) and the Teanga Tí (Home Language) scheme are the two most successful and fruitful projects developed in 2018.

The Seosamh Mac Donncha Foundation is a support scheme from Glór na nGael and the Gaelic Athletic Association for GAA clubs who wish to promote the Irish language. Most clubs are promoting the Irish language one way or another but the purpose of this foundation is to develop these efforts on a measured and planned basis.

In 2018 Glór na nGael provided assistance to the clubs' Irish language officers in the form of advice, support, grants and recognition of the good work carried out in the club during the year. Clubs may seek a grant from the Foundation to help implement their plans and a medal is awarded to clubs for achieving a certain amount for the language. Glór na nGael succeeded in registering 96 clubs in 2018.

The aim of the Home Language scheme is to provide support and encouragement to families with children in senior infants to speak Irish more frequently at home. It is a comprehensive scheme which caters to the needs of different families. Parents may have moderate Irish and wish to improve their ability or have little Irish but wish to achieve a higher standard.

When the scheme began in 2017 a group of 20 school communities (Gaeltacht and Irish-medium schools only) was targeted. Towards the end of 2018, it was decided to seek to develop the Home Language scheme in Irish-speaking networks, GAA clubs and other relevant groups.

COMMUNITY RADIO SCHEME

The third year of *Scéim Raidió Pobail* (the Community Radio Scheme) continued to be operated through the two existing grantees, namely [Raidió na Life](#) in Dublin and [Raidió Fáilte](#) in Belfast. Raidió na Life is based in the headquarters of Foras na Gaeilge on Amiens Street, Dublin, and Raidió Fáilte moved to a purpose-built building valued at over Stg£2m in September 2018.

- Bréagchúirt Uí Dhálaigh – comórtas abhcóideachta do mhic léinn dlí, réamhhabhtaí in Óstaí an Rí. Eagraíodh an craobhchomórtas sna Ceithre Chúirteanna i mBaile Átha Cliath.
- Comórtais Díospóireachta na Maidens – babhta amháin i gColáiste Ollscoile, BÁC agus ceann eile i gColáiste na Tríonóide.
- Corn Uí Chon Cheanainn – urraíocht agus comhairle curtha ar fáil do chomórtas shean-nóis seo do mhic léinn tríú leibhéal.

Glór na nGael

Is ar chomórtas náisiúnta Ghlór na nGael atá na timirí dírithe agus, dá réir, ar fhorbairt réimse de ghrúpaí pobal.

Is í timireacht Ghlór na nGael (agus an chomhairle a eascraíonn uaithi) an tseirbhís is luachmhaire atá á tairiscint ag Glór na nGael ag an leibhéal áitiúil.

Is iad Fondúireacht Sheosaimh Mhic Dhonncha agus an Scéim Teanga Tí an dá thionscadal is fearr agus is rathúla a forbraíodh le linn 2018.

Is scéim thacaíochta de chuid Ghlór na nGael agus de chuid an Chumainn Lúthchleas Gael í Fondúireacht Sheosaimh Mhic Dhonncha le haghaidh clubanna CLG ar mian leo an Ghaeilge a chur chun cinn. Tá formhór na gclubanna ag cur na Gaeilge chun cinn bealach amháin nó bealach eile ach is é cuspóir na fondúireachta seo na hiarrachtaí sin a fhorbairt ar bhonn tomhaiste agus pleanáilte.

Le linn 2018 chuir Glór na nGael cuidiú ar fáil d'oifigigh Ghaeilge na gclubanna i bhfoirm chomhairle, thacaíochta, dheontais agus aitheantais ar an obair mhaith a bhí curtha i gcrích sa chlub le linn na bliana. Is féidir deontas a lorg ón bhFondúireacht chun cuidiú leis na pleananna sin a chur i gcrích agus bronntar bonn ar na clubanna as méid áirithe a bhaint amach ar son na teanga. D'éirigh le Glór na nGael 96 club a chlárú in 2018.

Is é sprioc na scéime Teanga Tí tacaíocht agus spreagadh a thabhairt do theaghlaigh a bhfuil páistí sna naíonáin shinsearacha an Ghaeilge a labhairt níos minice sa bhaile. Is scéim uileghabhálach í a fhreastalaíonn ar riachtanais teanga a bhíonn ag teaghlaigh dhifriúla. Is féidir go mbeadh Gaeilge mheasartha ag tuismitheoirí agus iad ag iarraidh feabhas a chur lena gcumas nó iad ar bheagán Gaeilge ach gur mian leo caighdeán níos airde a bhaint amach.

Nuair a cuireadh tús leis an scéim in 2017 is ar 20 grúpa scoilphobail (scoileanna Gaeltachta agus Gaelscoileanna amháin) a bhí sí dírithe. I dtreo dheireadh 2018, rinneadh cinneadh iarracht a dhéanamh Teanga Tí a fhorbairt i measc líonraí Gaeilge, chlubanna CLG agus grúpaí ábhartha eile.

AN SCÉIM RAIDIÓ POBAIL

Leanadh den riar sa tríú bliain den Scéim Raidió Pobail ar an dá dheontai reatha, mar atá [Raidió na Life](#) i mBaile Átha Cliath agus [Raidió Fáilte](#) i mBéal Feirste. Tá Raidió na Life lonnaithe i gceannáras Fhoras na Gaeilge ar Shráid Amiens agus d'aistrigh Raidió Fáilte go dtí foirgneamh saintógtha ar luach breis agus Stg£2m i Meán Fómhair 2018.

IRISH LANGUAGE NETWORKS

In accordance with the Gaeltacht Act (2012) Foras na Gaeilge held an open application process whereby five applicants were selected to prepare a language plan for the following areas: Ennis in Co. Clare; Clondalkin in Co. Dublin; and Loughrea in Co. Galway in the southern jurisdiction and two areas in the north: Carntogher in Co. Derry; and West Belfast in Co. Antrim. A working group was set up between the appointed organisations and preparatory work on the plans continued under the direction and guidance of a language planning consultant appointed by Foras na Gaeilge.

The Department of Culture, Heritage and the Gaeltacht provides a special allowance to Foras na Gaeilge to fulfil its obligations under the Act in relation to the three southern Networks and Foras na Gaeilge bore the costs associated with the two northern Networks in 2018.

GAELTACHT SERVICE TOWNS

Under the Gaeltacht Act (2012), Foras na Gaeilge is responsible for administering an application and support process for 13 of the 16 towns designated by the Government as towns that could be recognised as a Gaeltacht Service Town.

The Department of Culture, Heritage and the Gaeltacht provides Foras na Gaeilge with a special additional allowance to meet the obligations under the Act. Information meetings were held in four towns and a lead organisation was established for the four towns in 2018: Cork; Castlebar; Tralee; and Dungarvan. Work has also been ongoing by the selected lead organisations for Letterkenny and Galway, in order to prepare a language plan.

BLIAN NA GAEILGE 2018 (YEAR OF THE IRISH LANGUAGE)

Foras na Gaeilge established a joint high-level committee to oversee a support programme for Bliain na Gaeilge and the additional allowance of over €500,000 which the Department of Culture, Heritage and the Gaeltacht approved to implement it.

As part of this, Conradh na Gaeilge also organised a comprehensive programme of work aimed at activities through and raising awareness of the language during Bliain na Gaeilge .

OTHER PROJECTS

Cultúrlanna

A new support scheme was developed under which Cultúrlann McAdam Ó Fiaich in Belfast and Cultúrlann Uí Chanáin in Derry received a 3 year grant from January 2018 and an agreed work programme was put in place during 2018.

Youth Events Scheme

Through the Youth Events Scheme 2018-2019 funding to the value of €334,855 was provided through 85 grants to groups to provide events through Irish. Through the Youth Events Scheme 2018/2019 over 4,980 young people benefitted from these opportunities.

LÍONRAÍ GAEILGE

Faoi réir Acht na Gaeltachta (2012) reáchtáil Foras na Gaeilge próiseas oscailte iarratais faoinar roghnaíodh cúig iarratasóir le tabhairt faoi phlean teanga a ullmhú ar son na gceantar seo a leanas: Inis i gCo. an Chláir; Cluain Dolcáin i gCo. Bhaile Átha Cliath; agus Baile Locha Riach i gCo. na Gaillimhe sa dlínse ó dheas agus dhá cheann ó thuaidh: Carn Tóchair i gCo. Dhoire; agus Iarthar Bhéal Feirste i gCo. Aontroma. Bunaíodh meitheal comhoibríthe idir na heagraíochtaí ceaptha agus leanadh den obair ullmhúcháin ar na pleananna teanga faoi stiúir agus treoir sainchomhairleora pleanála teanga ceaptha ag Foras na Gaeilge.

Tugann an Roinn Cultúir, Oidhreacht agus Gaeltachta liúntas breise faoi leith d'Fhoras na Gaeilge leis na dualgais faoin Acht a chomhlíonadh mar a bhaineann leis na trí líonra lonnaithe ó dheas agus sheas Foras na Gaeilge na costais ghaolmhara don dá líonra ó thuaidh in 2018.

BAILTE SEIRBHÍSE GAELTACHTA

Faoi réir Acht na Gaeltachta (2012), tá Foras na Gaeilge freagrach as próiseas iarratais agus tacaíochta a riaradh do 13 de na 16 baile atá ainmnithe ag an rialtas mar bhailte a d'fhéadfadh aitheantas mar Bhaile Seirbhíse Gaeltachta a bhaint amach.

Tugann an Roinn Cultúir, Oidhreacht agus Gaeltachta soláthar breise faoi leith d'Fhoras na Gaeilge leis na dualgais faoin Acht a chomhlíonadh. Reáchtáladh cruinnithe eolais i gceithre bhaile agus ceapadh ceanneagraíocht do na ceithre bhaile in 2018: Corcaigh; Caisleán an Bharraigh; Trá Lí; agus Dún Garbhán. Tá obair ag leanúint ar aghaidh chomh maith ag na ceanneagraíochtaí roghnaithe do Leitir Ceanainn agus Gaillimh, chun plean teanga a ullmhú.

BLIAIN NA GAEILGE 2018

Bhunaigh Foras na Gaeilge comhchoiste ardleibhéil le stiúir a dhéanamh ar chlár tacaíochta do Bhliain na Gaeilge agus an soláthar de bhreis is €500,000 a cheadaigh an Roinn Cultúir, Oidhreacht agus Gaeltachta lena chur i gcrích.

Mar chuid de sin, d'eagraigh Conradh na Gaeilge chomh maith clár oibre cuimsitheach a bhí dírithe ar ghníomhaíochtaí tríd agus ardú feasachta ar an teanga le linn Bhliain na Gaeilge.

TIONSCADAIL EILE

Cultúrlanna

Forbraíodh scéim nua tacaíochta trínar éirigh le Cultúrlann McAdam Ó Fiaich i mBéal Feirste agus Cultúrlann Uí Chanáin i nDoire deontas 3 bliana a ghnóthú ó Eanáir 2018 ar aghaidh agus cuireadh clár oibre aontaithe in áit le linn 2018.

Scéim na nImeachtaí Óige

Trí Scéim na nImeachtaí Óige 2018-2019 cuireadh maoiniú ar luach €334,855 ar fáil trí 85 deontas do ghrúpaí chun imeachtaí trí Ghaeilge a chur ar fáil. Trí Scéim na nImeachtaí Óige 2018/2019 bhain breis is 4,980 duine óg tairbhe as na deiseanna seo.

Pre-School Fund

A grant of Stg£73,000 was approved for Cúram Leanáí Bheann Mhadagáin in North Belfast to provide a daycare service. Funding continued for a pre-school project in Armagh, Náiscoil na Caille, as well as the funding for Gaelchúram Uachtar Chluanaí for a daycare service in south Belfast.

East Belfast Mission and Gaeláras Mhic Ardghail

The multi-annual funding for the East Belfast Mission for the support initiative for Irish for Protestant communities – Turas – and a programme of activities for Gaeláras Mhic Ardghail in Newry was also funded.

Scholarships

15 families were awarded Gaeltacht scholarships by way of a grant of €10,000 to Cumann an Phiarsaigh.

Grants to the value of €24,864 were made to Gael Linn, €35,100 to Conradh na Gaeilge and €10,560 for Cumann na bhFiann to award Gaeltacht scholarships to 421 young people and 24 adults.

Comórtas BEO

The song contest Comórtas Beo, a joint project with Údarás na Gaeltachta, was a great success again in 2018. TG4 streamed the live online competition during Scléip na hÓige at Oireachtas na Gaeilge in the Irish National Exhibition Centre in Killarney on 1 November 2018. First prize was awarded to the band Grooveline from Co. Leitrim.

Possible Development

A potential new scheme for Irish Language Community Centres was developed and approved but was not advertised due to a lack of a budget.

FOSTERING WRITING, PUBLISHING & READING IRISH

Book Awards

Foras na Gaeilge took responsibility for the two book awards (Gradam Uí Shuilleabháin and Gradam Réics Carló) from 2018 and an interim process was held in conjunction with Oireachtas na Gaeilge. The Gradam Uí Shuilleabháin winner was *Oilithreach Pinn* by Liam Ó Muirthile and the winner of the Réics Carló Award was *Bliain na Mara* by Tadhg Mac Dhonnagáin.

CLÁR NA LEABHAR GAEILGE

Scéim na Foilsitheoireachta

Under this scheme Irish language publishers are supported by funding in the areas of production, development and marketing based on the presentation of a comprehensive one year plan. Funding assistance was provided for eleven publishers under the scheme in 2018 and 93 books were published, including two ebooks. Various marketing and development activities were also carried out as a result of that funding. The following publishers were approved for funding under the Publishing Scheme in 2018:

An Ciste Réamhscolaíochta

Ceadaíodh deontas Stg£73,000 do Chúram Leanaí Bheann Mhadagáin i dTuaisceart Bhéal Feirste chun seirbhís cúram lae a sholáthar. Leanadh den mhaoiniú do thionscadal réamhscolaíochta in Ard Mhacha, Náiscoil na Caille, mar aon leis an maoiniú do Ghaelchúram Uachtar Chluanaí do sheirbhís cúram lae i ndeisceart Bhéal Feirste.

Misean Oirthear Bhéal Feirste agus Gaeláras Mhic Ardghail

Leanadh chomh maith den deontas ilbhliantúil do Mhisean Oirthear Bhéal Feirste don tionscadal tacaíochta Gaeilge do na pobail Phrotastúnacha – Turas – agus maoiníodh clár gníomhaíochtaí i nGaeláras Mhic Ardghail ar an Iúr.

Scoláireachtaí

Bronnadh scoláireachtaí Gaeltachta ar 15 theaghlach trí dheontas € 10,000 a cuireadh ar fáil do Chumann an Phiarsaigh.

Cuireadh deontais ar luach €24,864 ar fáil do Ghael Linn, €35,100 do Chonradh na Gaeilge agus €10,560 do Chumann na bhFiann le scoláireachtaí Gaeltachta a bhronnadh ar 421 duine óg agus 24 duine fásta.

Comórtas BEO

D'éirigh thar barr leis an gcomórtas amhrán, Comórtas Beo, comhthionscadal le hÚdarás na Gaeltachta, arís in 2018. Shruthaigh TG4 an comórtas beo ar líne le linn Scléip na hÓige ag Oireachtas na Gaeilge in Ionad Náisiúnta Taispeántais na hÉireann i gCill Airne ar an 1 Samhain 2018. Bronnadh an chéad duais ar an mbanna ceoil Grooveline as Co. Liatroma.

Forbairt Fhéideartha

Forbraíodh agus faomhadh ábhar scéim úr dírithe ar Ionaid Phobail Ghaeilge ach níor fógraíodh an scéim cheal buiséid.

SCRÍBHNEOIREACHT, FOILSITHEOIREACHT & LÉITHEOIREACHT NA GAEILGE A CHOThÚ

Gradaim Leabhar

Ghlac Foras na Gaeilge cúram an dá ghradam leabhar (Gradam Uí Shuilleabháin agus Gradam Réics Carló) ó 2018 ar aghaidh agus reáchtáladh próiseas eatramhach i gcomhar le hOireachtas na Gaeilge. Buaiteoir Ghradam Uí Shuilleabháin: *Oilithreach Pinn* le Liam Ó Muirthile agus Buaiteoir Ghradam Réics Carló: *Bliain na Mara* le Tadhg Mac Dhonnagáin.

CLÁR NA LEABHAR GAEILGE

Scéim na Foilsitheoireachta

Faoi Scéim na Foilsitheoireachta, cuirtear tacaíocht mhaoinithe ar fáil d'fhoilsitheoirí na Gaeilge sna réimsí táirgeacht, forbairt agus margaiócht bunaithe ar phlean cuimsitheach bliana a bheith curtha ar fáil acu. Tugadh cúnaimh maoinithe d'aon fhoilsitheoir déag faoi scéim na bliana 2018 agus foilsíodh 93 leabhar, 2 riomhleabhar san áireamh. Cuireadh gníomhaíochtaí margaióchta agus forbartha éagsúla i gcrích chomh maith mar thoradh ar an maoiniú sin. Is iad seo a leanas na foilsitheoirí ar faomhadh maoiniú dóibh faoi Scéim na Foilsitheoireachta in 2018:

An Sagart
An tSáthaid Mhór
Cló Iar-Chonnacht
Coiscéim
Cois Life
Evolution
Foilseacháin Ábhair Spioradálta
Futa Fata
LeabhairCOMHAR
Leabhar Breac
Arlen House

Scéim na dTionscadal Litríochta

Funding was provided under this scheme for the following projects to promote Irish writing, publishing and reading:

- ClubLeabhar.com: an online book club
- An Scriobhlann: an intensive training course in short story and novel writing
- Prize fund for blogging scheme in Pobalscoil Chorca Dhuibhne (Oidhreacht Chorca Dhuibhne)
- Periods of residency in Anam Cara (Irish Writers' Centre)
- A major exhibition on the life of the poet Máirtín Ó Direáin (National University of Ireland, Galway)
- Féasta Filíochta (An Lab)
- Series of residencies in schools on an all-island basis. (Poetry Ireland)
- ScribhneoiriGaeilge.ie: new website (Aontas na Scribhneoirí Gaeilge)
- Sessions for children with Irish language authors (Young at Art).

AN GÚM

A new arrangement was made with Amazon for the sale of An Gum's ebooks on this platform.

The new edition of *Tír na Deo* was published along with a new ebooks of *Timpeall Chinn Sléibhe* and *Lá Dár Saol*.

ÁIS

The book distribution agency Áis was established in 1980 to distribute Irish language publications as a wholesaler nationally and internationally. This is a challenging period for the book business in general but the existing target of keeping 2018 sales largely on par with 2017 was achieved. Over 182,400 books were distributed in total in 2018, sales worth almost €900,000. In 2018 Áis distributed to over 269 different shops, 258 on the island of Ireland and 11 in the rest of the world.

Áis administered the scheme to provide marketing supports to the Irish language publishing sector in 2018. This scheme was first established in 2014 and a new scheme commenced for 2017-2019, administered in association with Cumann na bhFoilsitheoirí (the Irish language publishers' society).

An Sagart
An tSnáthaid Mhór
Cló Iar-Chonnacht
Coiscéim
Cois Life
Éabhlóid
Foilseacháin Ábhair Spioradálta
Futa Fata
LeabhairCOMHAR
Leabhar Breac
Arlen House

Scéim na dTionscadal Litríochta

Cuireadh maoiniú ar fáil faoi Scéim na dTionscadal Litríochta do na tionscadaí seo a leanas chun scríbhneoireacht, foilsitheoireacht agus léitheoireacht na Gaeilge a chothú:

- ClubLeabhar.com: club leabar ar líne
- An Scríobhlann: dianchúrsa oiliúna i scríobh an ghearrscéil agus an úrscéil
- Duaischiste do scéim blagála i bPobalscoil Chorca Dhuibhne (Oidhreacht Chorca Dhuibhne)
- Tréimhsí cónaitheachta in Anam Cara (Áras Scríbhneoirí na hÉireann)
- Mórthaispeántas ar shaol an fhile Máirtín Ó Direáin (Ollscoil na hÉireann, Gaillimh)
- Féasta Filíochta (An Lab)
- Sraith chónaitheachtaí i scoileanna ar bhonn uile-oileáin. (Éigse Éireann)
- ScríbhneoiríGaeilge.ie: suíomh gréasáin nua (Aontas na Scríbhneoirí Gaeilge)
- Seisiúin do pháistí le húdair Ghaeilge (Young at Art).

AN GÚM

Rinneadh socrú nua le Amazon ríomhleabhair an Ghúim a chur ar díol ar an ardán sin.

Foilsíodh an t-eagrán nua de *Tír na Deo* móide ríomhleabhair nua de *Timpeall Chinn Sléibhe* agus *Lá Dár Saol*.

ÁIS

Bunaíodh An Áisíneacht Dáileachán Leabhar (Áis) in 1980 chun foilseacháin Ghaeilge a dháileadh mar mhórdhíoltóir go náisiúnta agus go hidirnáisiúnta. Is tréimhse dhúshlánach í seo i ngnó na leabhar trí chéile ach cloíodh leis an sprioc a bhí ann díolachán 2018 a choinneáil nach mór cothrom le díolachán 2017. Dáileadh os cionn 182,400 leabhar san iomlán in 2018, díolacháin ar luach nach mór €900,000. Le linn 2018 rinne Áis dáileadh chuig os cionn 269 siopa éagsúil, 258 acu ar oileán na hÉireann agus 11 siopa thar lear.

Riar Áis an scéim le tacaíocht margaióchta a sholáthar d'earnáil na foilsitheoireachta Gaeilge in 2018. Bunaíodh an scéim seo den chéad uair in 2014 agus cuireadh tús le scéim nua don tréimhse 2017-2019, i gcomhar le Cumann na bhFoilsitheoirí.

Other Words European project

The Other Words literary project is a partnership programme between cultural and language organisations in European regions which aims to establish a network of creative placements for European writers in small and minority languages.

Rody Gorman went to Slovenia for two months in the summer of 2018. During that time, he concentrated on poetry made public appearances at poetry readings. The poetry is being translated into Slovenian, Basque, Macedonian, Frisian and English. Aifric Mac Aodha spent time on residency in Leeuwarden. During that time she took part in events such as poetry readings.

Karen Bies came from Friesland and spent two months in the Gaeltacht in Belmullet, Co. Mayo. She was artist in residence in Áras Inis Gluaire, where she took part in the centre's activities.

Elvira Bonafacio, a writer from Curaçao in the Antilles, visited and conducted a series of workshops west in Gaelcholáiste Dhoire and in Mercy College, Belfast.

FOSTERING THE USE OF THE GAELIC LANGUAGES

Colmcille

The CEO and Director of Language Planning and Community Development of Bòrd na Gàidhlig visited Foras na Gaeilge and a series of meetings was organised between them and the Chair and senior management of Foras and the Committee and staff of Colmcille.

The competition Iomáin Cholmcille was organised through Irish and Scottish Gaelic in Gaoth Dobhair in November 2018. Five men's teams and three women's teams took part as well as junior teams.

The second round of the Colmcille grants scheme was run and a bursary scheme was announced for 2019.

Colmcille's strategy for 2019-2022 was presented to the Board of Foras na Gaeilge; it was approved and forwarded to the Sponsoring Departments together with a report on the years 2014-2018.

SUPPORTING THE USE OF IRISH IN VARIOUS AREAS

Foras na Gaeilge approved a grant of Stg£75,000 from 2018 to 2020 for the Ulster Gaelic Athletic Association (Ulster Council) to support an Irish language program by providing funding for an Irish Language Officer.

Grúpaí le Gaeilge (Groups with Irish)

This new small grants scheme (up to €800/Stg£650) aimed at developing new networks was run during 2018 and a fund of €24,534 was approved for 33 successful applicants.

Q-Mark

Q Mark Gnó le Gaeilge and www.qmharc.ie were launched. 7 companies were awarded the ISO accreditation seal for good practice in bilingualism in business. The NSAI awarded an updated accreditation (under IS EN ISO 9001: 2015) on the qualification system Q-Mark Gnó le Gaeilge Business in 2018 as well and the process is open to other companies to work towards achieving the official seal for good practice.

An tionscadal Eorpach Focail Eile

Is clár comhpháirtíochta é an tionscadal liteartha Focail Eile idir eagraíochtaí cultúrtha/teanga i réigiúin Eorpacha agus tá sé d'aidhm aige líonra de shocrúcháin chruthaitheacha a chruthú do scríbhneoirí Eorpacha i mionteangacha agus i dteangacha mionlaigh.

Chuaigh Rody Gorman chun na Slóivéine ar feadh dhá mhí sa samhradh in 2018. Le linn an ama sin, luigh sé isteach ar a chuid filíochta agus bhí sé os comhair an phobail ag léamh filíochta. Tá an fhilíocht á aistriú go Slóivéinis, Bascais, Macadóinis, Freaslainnis agus Béarla. Chaith Aifric Mac Aodha tréimhse chónaithe in Leeuwarden. Le linn na tréimhse, bhí sí páirteach in imeachtaí ar nós léamh filíochta.

Tháinig Karen Bies ón bhFreaslainn agus chaith sí dhá mhí sa Ghaeltacht i mBéal an Mhuirthead, Co. Mhaigh Eo. Bhí sí mar ealaíontóir cónaithe in Áras Inis Gluaire, áit ar ghlac sí páirt in imeachtaí an Árais.

Tháinig Elvira Bonafacio, scríbhneoir as Curaçao sna hAintillí, ar cuairt agus rinne sí sraith de cheardlanna i nGaelcholáiste Dhoire agus i gColáiste na Trócaire, Béal Feirste.

ÚSÁID NA dTEANGACHA GAELACHA A CHOTHÚ

Colmille

Thug Príomhfheidhmeannach Bhòrd na Gàidhlig agus Stiúrthóir Pleanála Teanga agus Forbairt Pobail na heagraíochta sin cuairt ar Fhoras na Gaeilge agus eagraíodh sraith cruinnithe idir iad agus Cathaoirleach agus ardoifigigh an Fhorais agus Coiste agus foireann Cholmille.

Eagraíodh an comórtas Iomáin Cholmille trí Ghaeilge na hAlban agus Ghaeilge na hÉireann i nGaoth Dobhair i mí na Samhna 2018. Bhí cúig fhoireann fear agus trí fhoireann ban páirteach, chomh maith le foirne sóisearacha.

Ritheadh an dara babhta de scéim deontas Cholmille agus fógraíodh scéim sparánachta le haghaidh 2019.

Cuireadh straitéis Cholmille le haghaidh 2019-2022 faoi bhráid Bhord Fhoras na Gaeilge; faomhadh í agus cuireadh ar aghaidh í chuig na Ranna Coimircíochta mar aon le tuairisc ar na blianta 2014-2018.

TACÚ LE hÚSÁID NA GAEILGE I RÉIMSÍ ÉAGSÚLA

Cheadaigh Foras na Gaeilge deontas ar luach Stg£75,000 ó 2018 go 2020 do Chumann Lúthchleas Gael Chúige Uladh (is é sin Comhairle Uladh) chun tacú le clár Gaeilge trí mhaoiniú a chur ar fáil d'Oifigeach Gaeilge

Grúpaí le Gaeilge

Reáchtáladh an scéim úr miondeontas seo (suas go €800 / Stg£650) dírithe ar ghréasáin úra a fhorbairt le linn 2018 agus ceadaíodh ciste €24,534 do 33 iarratasóir rathúil.

Q-Mharc

Seoladh Q-Mharc Gnó le Gaeilge agus www.qmharc.ie. Bronnadh an séala ISO-chreidiúnaithe ar 7 gcomhlacht as ucht dea-chleachtas sa dátheangachas a fheidhmiú ar bhonn gnó. Bhronn an NSAI creidiúnú uasdátaithe (faoi I.S EN ISO 9001:2015) ar an gcóras cáilithe Q-Mharc Gnó le Gaeilge in 2018 chomh maith agus tá an próiseas ar oscailt do chomhlachtaí eile oibriú i dtreo an tséala oifigiúil don dea-chleachtas a bhaint amach.

SUPPORTING THE USE OF IRISH IN MEDIA AND MULTIMEDIA

News service

A 4 year grant of €1.2 million was approved for www.tuairisc.ie in 2014. The newspaper was published online during 2018 and was read by over 260,800 users up to the end of the year, an increase of almost 4%. Between 10,000 and 15,000 unique users visited to the site in 2018 with a total of 2,142,649 page views during the year. An extension was approved to the current contract until December 2019.

Scéim Iris Stíl Mhaireachtála (The Lifestyle Magazine Scheme)

www.nos.ie was the successful applicant in this scheme to publish an online feature magazine. Monthly editions were published during 2018. The NÓS Music Awards 2018 were also organised under the aegis www.nos.ie. An extension was approved to the current contract until December 2019.

Scéim Iris Ghaeilge (The Irish Language Magazine Scheme)

Comhar was the successful applicant for the publication of an Irish language magazine. 12 editions of the magazine were published in 2018. As an indication of the progress made during the year, the number of subscribers increased to over 350 and between 40-60 copies of the magazine are sold monthly now through Easons shops throughout the island. An extension was approved to the current contract until December 2019.

TACÚ LE hÚSÁID NA GAEILGE SNA MEÁIN & SNA HILMHEÁIN

Seirbhís nuachta

Ceadaíodh deontas ceithre bliana de luach €1.2 milliún do www.tuairisc.ie in 2014. Foilsíodh an nuachtán ar líne go seachtainiúil le linn 2018 agus léigh os cionn 260,800 úsáideoir anuas go deireadh na bliana é agus sin ardú beagnach 4% ar líon na n-úsáideoirí in 2017. Bhí idir 10,000 agus 15,000 úsáideoir uathúil a thug cuairt ar an suíomh in aghaidh na seachtaine in 2018 agus 2,142,649 amharc leathanaigh déanta i rith na bliana. Ceadaíodh síneadh ama ar an gconradh reatha go Nollaig 2019.

Scéim Iris Stíl Mhaireachtála

Ba é www.NOS.ie an t-iarratasóir rathúil sa scéim seo chun gné-iris ar líne a fhoilsiú. Rinneadh eagrán mhíosúla a fhoilsiú le linn 2018. Eagraíodh Gradaim Cheoil NÓS 2018 faoi scáth www.NOS.ie chomh maith. Ceadaíodh síneadh ama ar an gconradh reatha go Nollaig 2019.

Scéim Iris Ghaeilge

Ba é Comhar an t-iarratasóir rathúil sa scéim seo chun foilseachán ar ábhar Gaeilge a fhoilsiú. Foilsíodh 12 eagrán den iris in 2018. Mar léiriú ar an dul chun cinn a rinneadh le linn na bliana ardaíodh líon na sintiúsóirí go dtí os cionn 350 agus tá idir 40-60 cóip den iris á díol anois go míosúil trí shiopaí de chuid Easons ar fud an oileáin. Ceadaíodh síneadh ama ar an gconradh reatha go Nollaig 2019.

CORPORATE OBJECTIVE 4: **COMMUNICATIONS** - *To communicate effectively with stakeholders and to promote the effective marketing of the Irish language throughout the island of Ireland*

TO FOCUS PUBLIC ATTENTION ON THE IRISH LANGUAGE

A yearly plan was agreed with Conradh na Gaeilge on which quarterly reporting and monitoring took place. In addition Foras na Gaeilge and the Department of Culture, Heritage and the Gaeltacht established a high-level joint committee to direct a support programme for Bliain na Gaeilge which focussed on activities and raising awareness of the language and being implemented by Conradh na Gaeilge.

Various Projects and Events

Funding support was provided on an island-wide basis to help libraries promote literary events with Irish language writers and authors.

Funding was provided for competitions run by Raidió na Gaeltachta for schools and for the CD CEOL 2018.

Various publicity campaigns were organised to support Foras na Gaeilge projects including Bliain na Gaeilge 2018, Do Ghairm le Gaeilge and Foras na Gaeilge's large-scale awareness campaigns. As part of these major campaigns information folders were created illustrating the various work areas of Foras na Gaeilge, short animations and awareness videos along with new adverts.

A new era began in the history of Foras na Gaeilge when An Taoiseach, Leo Varadkar TD, opened the new Foras na Gaeilge headquarters at 63-66 Amiens Street on 30 January 2018. The Taoiseach took a tour of the new offices including the new Raidió na Life studios along with the Governmental Chief-Whip and Minister of State for the Gaeltacht, Joe McHugh TD before the headquarters opened officially. There were employees and former employees, board members and former board members, ministers and ministers of State, lead-organisations and Irish language organisations as well as other locally-based organisations at the launch.

Foras na Gaeilge had representation at large-scale national events including Fleadh Cheoil na hÉireann in Drogheda and Oireachtas na Samhna 2018 in Killarney.

The Chairman of Foras na Gaeilge, Pól Ó Gallchóir, launched a new series of portraits as part of the project *Portráidí na Scríbhneoirí* at the new headquarters of Foras na Gaeilge on 29 November 2018. *Portráidí na Scríbhneoirí* is an exemplary project which celebrates Irish language writers and presents excellent photographic content publicly. The new portraits supplemented the beautiful full-colour collection published in 2016, featuring portraits of 107 of the most distinguished writers in the Irish language, both literary authors and academic writers, whose portraits were taken between 2009-2013 by Máire Uí Mhaicín for Foras na Gaeilge.

CUSPÓIR CORPARÁIDEACH 4: **CUMARSÁID** – *Cumarsáid éifeachtach a dhéanamh le páirtithe leasmhara agus margaiócht éifeachtach na Gaeilge ar fud oileán na hÉireann a chur chun cinn*

AIRD AN PHOBAIL A THARRAINGT AR AN nGAEILGE

Aontaíodh plean bliana le Conradh na Gaeilge a ndearnadh tuairisciú agus monatóireacht ráithiúil air. Lena chois sin bhunaigh Foras na Gaeilge agus an Roinn Cultúir, Oidhreacht agus Gaeltachta comhchoiste ardleibhéil le stiúir a dhéanamh ar chlár tacaíochta do Bhliain na Gaeilge a bhí dírithe ar ghníomhaíochtaí agus ardú feasachta na teanga agus á fheidhmiú ag Conradh na Gaeilge.

Tionscadail agus Imeachtaí Éagsúla

Cuireadh maoiniú ar fáil mar thacaíocht do leabharlanna timpeall an oileáin chun ócáidí liteartha le scríbhneoirí Gaeilge agus údair Ghaeilge a chur chun cinn.

Cuireadh maoiniú ar fáil do Raidió na Gaeltachta chun comórtais a reáchtáil do scoileanna agus don dlúthdhiosca CEOL 2018.

Eagraíodh feachtais phoiblíochta éagsúla le tacú le tionscadail de chuid Fhoras na Gaeilge lena n-áirítear Bliain na Gaeilge 2018, Do Ghairm le Gaeilge agus mórfeachtas feasachta Fhoras na Gaeilge. Mar chuid den mhórfheachtas sin cruthaíodh fillteáin eolais a thugann léargas ar réimsí éagsúla oibre de chuid Fhoras na Gaeilge, gearrscannáin bheochana agus físeáin feasachta chomh maith le fógraí nua.

Cuireadh tús le ré nua i stair Fhoras na Gaeilge nuair a d’oscail an Taoiseach, Leo Varadkar TD, ceannáras nua Fhoras na Gaeilge ag 63-66 Sráid Amiens ar an 30 Eanáir 2018. Thug an Taoiseach camchuairt ar na hoifigí nua lena n-áirítear stiúideoonna nua Raidió na Life i dteannta Phríomh-Aoire an Rialtais agus Aire Stáit na Gaeltachta, Joe McHugh TD sular oscail sé an ceannáras go hoifigiúil. Bhí idir fhostaithe agus iarfhostaithe, chomhaltaí agus iarchomhaltaí boird, airí agus airí Stáit, cheanneagraíochtaí agus eagraíochtaí Gaeilge chomh maith le heagraíochtaí atá lonnaithe sa chomharsanacht i láthair ag an seoladh.

Bhí ionadaíocht ag Foras na Gaeilge ag mórócáidí náisiúnta lena n-áirítear Fleadh Cheoil na hÉireann i nDroichead Átha agus Oireachtas na Samhna 2018 i gCill Airne.

Sheol Cathaoirleach Fhoras na Gaeilge, Pól Ó Gallchóir, sraith nua portráidí mar chuid den tionscadal Portráidí na Scríbhneoirí Gaeilge i gceannáras nua Fhoras na Gaeilge ar an 29 Samhain 2018. Tionscadal eiseamláireach é Portráidí na Scríbhneoirí Gaeilge a dhéanann an scríbhneoir Gaeilge a chomóradh agus a chuireann ábhar grianghrafadóireachta den scoth i láthair an phobail. Chuir na portráidí nua leis an gnuasach álainn lándaite a foilsíodh in 2016, ina bhfuil portráidí de 107 de na scríbhneoirí is aitheanta i saol na Gaeilge, idir údair liteartha agus scríbhneoirí acadúla, ar thóg Máire Uí Mhaicín a bportráidí d’Fhoras na Gaeilge idir 2009-2013.

Social Media and Media Presence

This is a very important aspect of the work of Foras na Gaeilge, to keep the public aware of projects, relevant news and other activities.

Foras na Gaeilge had regular contact with the Irish and English language media during 2018. Spokespersons were made available for radio, television and newspaper interviews and press releases were issued on an ongoing basis. Communication plans were put in place to share important information with the media and to discuss relevant questions with partners.

News about the Irish language was provided continuously on the portal site and was maintained in conjunction with the service provider during 2018.

Twitter, Instagram, Facebook and YouTube were used regularly to publicise the activities of Foras na Gaeilge during 2018. The opening of the new headquarters and the discussion session about Bliain na Gaeilge at the Fleadh Cheoil in Drogheda were streamed live on Facebook Live.

An Gúm increased their use of Facebook and Twitter to publicise publications. Competitions were run on these media platforms during the year. Brochures and catalogues were distributed to shops and schools and promotional stands were organised at some relevant events, including the Primary Principals' Conference and the Comhairle na Gaelscolaíochta Conference.

Sponsorships

Foras na Gaeilge was delighted to sponsor a wide range of projects and among the main projects were: Gaelspraoi at the St. Patrick's Day Festival; Fleadh Cheoil na hÉireann; and Na Gaeil Óga.

A wide range of awards was sponsored to recognise good practice in the Irish language in different areas. Awards included: the Smedias – awards for students who have excelled in the media field; the Aisling Awards; and the Irish Marketing Awards.

Feature Advertising

Print media remains a great marketing tool which provides a valuable opportunity to widely deliver content and messaging, not only among the Irish language community but the public at large. The *Irish Independent* Seachtain na Gaeilge supplement entitled *Bain Triail Aisti!* produced with the newspaper on 1 March was sponsored.

Publicising Lexicography

To publicise lexicography:

- 8 conferences and festivals were attended to raise the profile of the dictionary websites
- The total number of individual users on www.focloir.ie increased to 1.9 million, an increase of 26% from 2017 (23 million page views)
- The total number of individual users on www.teanglann.ie increased to 1.5 million, an increase of 21% from 2017 (27 million pages views) and
- 20,782 views were achieved on the dictionary's YouTube video channel.

Láithreacht sna Meáin agus ar na Meáin Shóisialta

Is gné an-tábhachtach í seo d'obair Fhoras na Gaeilge leis an bpobal a choimeád ar an eolas maidir le tionscadaíl, nuacht ábhartha agus gníomhaíochtaí eile.

Bhí teagmháil rialta ag Foras na Gaeilge leis na meáin Ghaeilge agus Bhéarla le linn 2018. Cuireadh urlabhraithe ar fáil d'agallaimh raidió, teilifíse agus nuachtáin agus eisíodh preaseisiúintí ar bhonn leanúnach. Cuireadh pleananna cumarsáide i bhfeidhm le heolas tábhachtach a roinnt leis na meáin agus le ceisteanna ábhartha a chíoradh le comhpháirtithe.

Cuireadh nuacht leanúnach faoin nGaeilge ar fáil ar an suíomh tairsí agus rinneadh cothabháil air i gcomhar leis an soláthraí seirbhíse le linn 2018.

Baineadh úsáid rialta as Twitter, Instagram, Facebook agus YouTube le gníomhaíochtaí Fhoras na Gaeilge a phoibliú le linn 2018. Rinneadh sruthú beo ar oscailt an cheannárais nua agus ar sheisiún plé faoi Bhliain na Gaeilge ón bhFleadh Cheoil i nDroichead Átha ar Facebook Live.

Mhéadaigh an Gúm an úsáid a baineadh as Facebook agus Twitter chun na foilseacháin a phoibliú. Rinneadh comórtais a reáchtáil ar na meáin sin i rith na bliana. Scaipeadh bróisiúir agus catalóga ar na siopaí agus ar na scoileanna agus eagraíodh seastáin phoiblíochta ag roinnt ócáidí ábhartha, ina measc Comhdháil na bPríomhoidí Bunscoile agus Comhdháil Chomhairle na Gaelscolaíochta.

Urraíochtaí

Bhí áthas ar Fhoras na Gaeilge urraíocht a dhéanamh ar raon leathan tionscadal agus i measc na bpríomhthionscadal áirítear: Gaelspraoi ag Féile Lá Fhéile Pádraig; Fleadh Cheoil na hÉireann; agus na Gaeil Óga.

Rinneadh urraíocht ar raon leathan gradam le haitheantas a thabhairt don sárchleachtas trí Ghaeilge i réimsí difriúla. I measc na ngradam áirítear: Smedias – gradaim do mhic léinn a léirigh barr feabhais i réimse na mean; Gradaim na hAislinge; agus Gradaim Mhargaíochta na hÉireann.

An Ghnéfhógraíocht

Is uirlis iontach láidir margaíochta iad na meáin chlóite i gcónaí a thugann deis luachmhar dúinn ábhar agus teachtaireachtaí a scaipeadh go forleathan, ní hamháin i measc phobal na Gaeilge ach i measc an phobal níos leithne. Rinneadh urraíocht ar fhorlíonadh Sheachtain na Gaeilge san *Irish Independent* dar teideal *Bain Triail Aisti!* a cuireadh ar fáil leis an nuachtán ar an 1 Márta.

Poiblíocht ar an bhFoclóireacht

Le poiblíocht a fháil ar an bhfoclóireacht:

- Rinneadh freastal ar 8 gcomhdháil agus féile chun próifil na suíomhanna foclóireachta a ardú
- Méadaíodh ar líon na n-úsáideoirí aonair ar www.focloir.ie go dtí 1.9 milliún, méadú 26% ó 2017 (23 milliún leathanach breathnaithe acu)
- Méadaíodh ar líon na n-úsáideoirí aonair ar www.teanglann.ie go dtí 1.5 milliún, méadú 21% ó 2017 (27 milliún leathanach breathnaithe acu) agus
- Baineadh amach 20,782 amharc ar fhíseáin YouTube an fhoclóra.

Awareness Strategy

An awareness strategy was produced during 2017 which challenged Foras na Gaeilge to reflect on the public perception of the organisation. The strategy set out recommendations for improving Foras na Gaeilge's performance in terms of public relations and in terms of small and large scale campaigns, as well as raising the profile on social media in particular.

Amongst the recommendations implemented was the establishment of an internal inter-departmental working group to raise the profile of Foras na Gaeilge on social media and increase awareness of the organisation among the general public.

Do Ghairm le Gaeilge and gradireland

The Do Ghairm le Gaeilge (Your Career with Irish) campaign was run in conjunction with gradireland and Peig.ie.

During 2018 videos of interviews with people working through the medium of Irish were made available online, information on Irish language employment opportunities were distributed to students throughout the island and a new edition of the information booklet *Do Ghairm le Gaeilge* was made available.

As part of the campaign Foras na Gaeilge had a stand at the gradireland work fair on 3 October and at the Zeminar fair in the Royal Dublin Society (RDS) on October 13-15 .

Straitéis Feasachta

Cuireadh straitéis feasachta i dtoll a chéile le linn 2017 a thug dúshlán d'Fhoras na Gaeilge machnamh a dhéanamh ar an mbealach a samhlaíonn an pobal an eagraíocht. Leag an straitéis moltaí amach le feidhmíocht Fhoras na Gaeilge a fheabhsú ó thaobh caidrimh phoiblí agus ó thaobh mórfheachtas agus mionfheachtas de, chomh maith leis an bpróifil a ardú ar na meáin shóisialta go háirithe.

I measc na moltaí a cuireadh i bhfeidhm, bunaíodh meitheal thrasrannógach inmheánach le próifil Fhoras na Gaeilge a ardú ar na meáin shóisialta agus le cur leis an bhfeasacht ar an eagraíocht i measc an phobail mhóir.

Do Ghairm le Gaeilge agus gradireland

Reáchtáladh an feachtas Do Ghairm le Gaeilge i gcomhar le gradireland agus Peig.ie.

Le linn 2018 cuireadh físeáin d'agallaimh le daoine atá ag obair trí mheán na Gaeilge ar fáil ar líne, scaipeadh eolas faoi dheiseanna fostaíochta trí Ghaeilge ar mhic léinn ar fud an oileáin agus cuireadh eagrán nua den leabhrán eolais *Do Ghairm le Gaeilge* ar fáil.

Mar chuid den fheachtas bhí seastán ag Foras na Gaeilge ag an aonach oibre gradireland ar an 3 Deireadh Fómhair agus ag aonach Zeminar ar an 13-15 Deireadh Fómhair i gCumann Ríoga Bhaile Átha Cliath (RDS).

CORPORATE OBJECTIVE 5: POLICY, PLANNING & RESEARCH

ORGANISATIONAL DEVELOPMENT

Staffing

In order to ensure adequate staffing resources were available to the organisation, recruitment processes were organised as posts were approved and as vacancies arose for the usual reasons for staff reductions (illness, career break, maternity leave etc) .

Cross departmental collaboration within the organisation to address busy periods and to support specific projects continued and training opportunities were provided to staff across the organisation.

Three staff general meetings were held in 2018 where all of the organisation's staff met on one site for communication and training purposes.

Accommodation

The headquarters of Foras na Gaeilge moved from 7 Merrion Square, Dublin 2 to 63-66 Amiens Street, Dublin 1, in September 2017 and at the same time Áis (the Foras na Gaeilge book distribution company) moved to a warehouse in Dunshaughlin, Co. Meath. Stakeholders were kept informed about this through a sustained awareness campaign and the opportunity was taken to develop improved arrangements in technology across the organisation to improve the effectiveness of the work for example, a centralised system for phone calls and improved video-conferencing arrangements. The advantages of these new, integrated arrangements came into focus in 2018, the first full year of operation in the two new sites.

A Strategy for Foras na Gaeilge

Further discussions took place during 2018 at Board and staff level on a longer term strategy (5 years) for the organisation itself in the context of the other strategies relevant to the role of the organisation. This project was led by the Development Committee, one of the Board's committees.

FULFILMENT OF STATUTORY OBLIGATIONS

The Language Body Annual Report and Accounts for 2016 were laid in the houses of government in both jurisdictions on 14 June 2018. Drafts of Foras na Gaeilge's 2017 Annual Report and Accounts were provided to the appropriate authorities before the end of March 2018 and other statutory duties such as reporting on prompt payments, pensions and so on were also fulfilled.

General Data Protection Regulation (GDPR)

Special priority was given to implementing the statutory obligations arising from the General Regulation on Data Protection (GDPR) which was ratified on 14 April 2016 and enacted on 25 May 2018. A specific working group was established to identify and undertake related preparations before that date. A Data Protection Officer (DPO) was appointed and registered, a number of staff in the most relevant business areas (corporate, financial and human resources) were trained and achieved relevant qualifications. Specific training was provided to the organisation's management and more general

CUSPÓIR CORPARÁIDEACH 5: POLASAÍ, PLEANÁIL & TAIGHDE

FORBAIRT EAGRAÍOCHTÚIL

Cúrsaí Foirne

D'fhonn a dheimhniú go mbeadh acmhainní leordhóthanacha foirne ar fáil don eagraíocht, eagraíodh próisis earcaíochta de réir mar a ceadaíodh poist agus de réir mar a tháinig folúntais chun cinn ar na gnáthchúiseanna le laghdú foirne (breoiteacht, sos gairme, saoire mháithreachais agus araile).

Leanadh den chomhoibriú trasannógach laistigh den eagraíocht le dul i ngleic le tréimhsí brú agus le tacú le tionscadail ar leith agus cuireadh deiseanna oiliúna ar fáil don fhoireann trasna na heagraíochta.

Reachtáladh trí ollchruinniú foirne in 2018 inar tháinig foireann uile na heagraíochta le chéile ar aon láthair ar mhaithe le cúiseanna cumarsáide agus oiliúna.

Cúrsaí Cóiríochta

D'aistrigh ceanncheathrú Fhoras na Gaeilge ó 7 Cearnóg Mhuirfean, Baile Átha Cliath 2 go dtí 63-66 Sráid Amiens, Baile Átha Cliath 1, i mí Mheán Fómhair 2017 agus ag an am céanna bhog Áis (gnólacht seachadta leabhar Fhoras na Gaeilge) go dtí trádstóras i nDún Seachlainn, Co. na Mí. Cuireadh páirtithe leasmhara ar an eolas faoi seo trí fheachtas leanúnach feasachta agus tapaíodh an deis le socruithe feabhsaithe a fhorbairt maidir le cúrsaí teicneolaíochta ar fud na heagraíochta a chuir le héifeacht na hoibre, mar shampla, córas lárnach le haghaidh glaonna gutháin agus socruithe feabhsaithe fisichomhdhála. Tháinig buntáistí na socruithe nua comhtháite seo i bhfócas in 2018, an chéad bhliain iomlán d'fheidhmiú ar an dá láthair nua.

Straitéis d'Fhoras na Gaeilge

Rinneadh go leor forbartha ar an bplé a rinneadh in 2018 ag leibhéal Boird agus foirne ar straitéis níos fadtéarmaí (5 bliana) don eagraíocht féin i gcomhthéacs na straitéisí eile atá ábhartha do ról na heagraíochta. Ba é an Coiste Forbartha, coiste de chuid an Bhoird, a stiúir an tionscadal seo.

DUALGAIS REACTÚLA A CHOMHLÍONADH

Leagadh Tuarascáil Bhliantúil agus Cuntais an Fhorais Teanga don bhliain 2016 i dtithe an rialtais sa dá dhlínse ar an 14 Meitheamh 2018. Cuireadh dréachtaí de Thuarascáil Bhliantúil agus de Chuntais Fhoras na Gaeilge don bhliain 2017 ar aghaidh chuig na húdaráis chuí roimh dheireadh Mhárta 2018 agus freastalaíodh ar dhualgais reachtúla eile ar nós tuairisceoireacht ar phrasíocaíochtaí, pinsin agus araile.

Rialachán Ginearálta maidir le Cosaint Sonraí (RGCS)

Rinneadh cúram ar leith de na dualgais reachtúla a d'eascair ón Rialachán Ginearálta maidir le Cosaint Sonraí (RGCS) a faomhadh ar an 14 Aibreán 2016 agus a tháinig i bhfeidhm ar an 25 Bealtaine 2018. Bunaíodh meitheal oibre ar leith le hullmhúcháin a aithint agus a chur i gcrích roimh an dáta sin Ceapadh agus cláraíodh Oifigeach Chosaint Sonraí (OCS), fuair roinnt ball foirne sna réimsí gnó is ábhartha (cúrsaí corparáideacha, cúrsaí airgeadais agus cúrsaí acmhainní daonna) oiliúint agus bhain siad cáilíochtaí

training was provided on the subject to all staff to create the awareness required through the whole organisation. A stepped review was undertaken on various work areas to verify that they were consistent with the provisions and principles of the regulation: data protection policy, procedures for retention and disposal of records, website, application forms of schemes, staff induction, contracts / agreements with third parties regarding certain services which feature personal data sharing, procedures for contact through client databases and so on.

Brexit

As this GDPR work continued, possible challenges that could arise to the daily work of the organisation were identified in relation to Brexit.

An assessment was carried out on a range of other operational areas for which there could be consequences after Brexit took place in order to ensure planning and the necessary preparations for continuity of performance to grantees and the general public.

REPORTING OBLIGATIONS TO BOTH GOVERNMENTS

Reports were provided on the organisation's progress on the work set out in the business plan and monitoring meetings with the Sponsoring Departments were attended. Questions were answered (parliamentary questions, for example) and other requirements in this area of work were tended to.

FOLLOWING GOOD PRACTICE IN LANGUAGE PLANNING & PROMOTING POLICY AND PLANNING

A draft of Foras na Gaeilge's Business Plan for 2019 was submitted to the Sponsoring Departments.

Activity reports were provided on the implementation of the 20 Year Strategy for the Irish Language 2010-2030 and the work of Foras na Gaeilge in relation to the Gaeltacht Act 2012.

Foras na Gaeilge paid particular attention to the role specified for the organisation in *Action Plan 2018-22* published on 29 June 2018.

Foras na Gaeilge took part in the relevant high level groups in the south.

A joint meeting of Foras na Gaeilge and Údarás na Gaeltachta was held at Oireachtas na Gaeilge on 2 November 2018 to accelerate practical cooperation, communication and complementary planning in relation to the promotion of the language.

Since the first full year (in 2015) of the new arrangements for the area previously known as the 'core-funded sector' the Partnership Approach has continued to operate and in 2018 Foras na Gaeilge decided to begin a review of work of the lead organisations. This process is ongoing and Foras na Gaeilge hopes that it will be completed by the end of 2019.

ábhartha amach. Fuair an lucht bainistíochta san eagraíocht oiliúint ar leith agus tugadh oiliúint níos ginearálta ar an ábhar don fhoireann uile leis an bhfeasacht tríd an eagraíocht ar fad atá riachtanach a bhaint amach. Rinneadh athbhreithniú céimneach ar réimsí éagsúla oibre lena dheimhniú go mbeidís ag teacht le forálacha agus prionsabail an Rialacháin: polasaí um chosaint sonraí, nósanna coinneála agus diúscartha taifead, suíomh gréasáin, foirmeacha iarratais ar scéimeanna, ionduchtú foirne, conartháí/comhaontuithe le tríú páirtithe maidir le seirbhísí áirithe a bhfuil gné sonraí pearsanta ag roinnt leo, gnásanna teagmhála trí bhunachar cliant agus araile.

An Breatimeacht

Agus an obair seo faoin RGCS idir lámha, aithníodh na dúshláin a d'fhéadfadh teacht chun cinn d'obair laethúil na heagraíochta mar gheall ar an mBreatimeacht.

Rinneadh measúnú ar raon réimsí oibríochtúla eile a mbeadh impleachtaí ann dóibh tar éis an Bhreatimeachta leis an bpleanáil agus na hullmhúcháin chuí a dhéanamh le leanúnachas feidhmíochta a dheimhniú do dheontaithe agus don phobal i gcoitinne.

DUALGAIS TUAIRISCITHE DON DÁ RIALTAS

Cuireadh tuairiscí ar fáil ar dhul chun cinn na heagraíochta ar obair leagtha amach sa phlean gnó agus freastalaíodh ar chruinnithe monatóireachta leis na Ranna Coimircíochta. Freagraíodh ceisteanna (ceisteanna Dála, mar shampla) agus rinneadh freastal ar éilimh eile sa réimse oibre seo.

DEA-CHLEACHTAS PLEANÁLA TEANGA A LEANÚINT & CÚRSAÍ POLASAÍ AGUS PLEANÁLA A CHUR CHUN CINN

Cuireadh dréacht de Phlean Gnó Fhoras na Gaeilge don bhliain 2019 faoi bhráid na Ranna Coimircíochta.

Cuireadh tuairiscí gníomhaíochtaí ar fáil i leith fheidhmiú na Straitéise 20 Bliain don Ghaeilge 2010-2030 agus obair Fhoras na Gaeilge i dtaca le hAcht na Gaeltachta 2012 de.

Thug Foras na Gaeilge aird ar leith ar an ról atá sonraithe don eagraíocht in *Plean Gníomhaíochta 2018-22* a foilsíodh ar an 29 Meitheamh 2018.

Ghlac Foras na Gaeilge páirt sna grúpaí ardleibhéil oiriúnacha ó dheas.

Reáchtáladh comhchruinniú d'Fhoras na Gaeilge agus d'Údarás na Gaeltachta ag Oireachtas na Gaeilge ar an 2 Samhain 2018 le dlús a chur le comhoibriú praiticiúil, cumarsáid agus pleanáil chomhlántach chun an teanga a chur chun cinn.

Ó cuireadh na socrúithe nua don réimse ar a dtugtaí roimhe 'an earnáil bhunmhaoinithe' i bhfeidhm (in 2015), tá an Cur Chuige Comhpháirtíochta tar éis feidhmiú go leanúnach agus in 2018 shocraigh Foras na Gaeilge go dtabharfaí faoi athbhreithniú ar obair na gceanneagraíochtaí. Tá an próiseas seo fós ar bun agus súil ag Foras na Gaeilge go mbeidh sé curtha i gcrích faoi dheireadh 2019.

PROMOTING RESEARCH

Public Attitudes towards the Use of Irish in a Business Context

IPSOS/MRBI was commissioned by Foras na Gaeilge to conduct comprehensive research into public attitudes towards the use of Irish in a business context. This was a piece of research which was part of a series commenced in 2005 and included aspects of ability and usage capabilities from the start. The research showed a high level of support for the use of Irish in a business context, in particular for signage and websites. Broader questions could serve as an early warning system for any diminution in public support for the Irish language in general and the results showed that there is no risk of that. This research will be particularly useful as part of the case supporting the Q-Marc for Irish, quality assurance system for Irish in business.

Other

Research took place for an organisational strategy as stated under 'Organisational Development' at the beginning of this chapter.

In the area of lexicography, research was carried out on the content, layout and design of the printed version of New English-Irish Dictionary.

ORGANISATIONAL MATTERS

Attendance at Board Meetings

The table below details the attendance at Board Meetings.

	Out of 9	19/01	23/02	13/04	18/05	22/06	20/07	14/09	02/11	07/12
Pól Ó Gallchóir	9/9	✓	✓	✓	✓	✓	✓	✓	✓	✓
Seán Micheál Ó Domhnaill	6/9	X	X	✓	✓	✓	✓	✓	X	✓
Gráinne McElwain	7/9	✓	✓	✓	X	X	✓	✓	✓	✓
Bláthnaid Ní Chofaigh	7/9	✓	✓	✓	X	✓	X	✓	✓	✓
Seán Ó hArgáin	7/9	✓	✓	X	X	✓	✓	✓	✓	✓
Seán Ó Coistealbha	7/9	X	✓	✓	X	✓	✓	✓	✓	✓
Conor McGuinness	9/9	✓	✓	✓	✓	✓	✓	✓	✓	✓
Barra Ó Muirí	6/9	✓	✓	X	X	✓	X	✓	✓	✓
Maighread Ní Chonghaile	8/9	✓	✓	✓	✓	X	✓	✓	✓	✓
Mairéad Farrell	5/9	✓	X	✓	✓	✓	X	X	X	✓
Máire Ní Neachtain	8/9	✓	✓	✓	X	✓	✓	✓	✓	✓
Sorcha Ní Chéidigh	8/9	✓	✓	✓	✓	X	✓	✓	✓	✓
Niall Ó Gallochobhair	7/9	X	✓	✓	✓	✓	✓	✓	X	✓

Collaborative projects

In co-operation with the Ulster-Scots Agency, collaboration took place on two specific projects:

- Events at the Fusion festival; and
- Joint training in the area of equality issues.

PROTECTED DISCLOSURES

Subject to the provisions of the Protected Disclosures Act 2014 the following information is published here. No protected disclosures were made to Foras na Gaeilge during 2018.

TAIGHDE A CHUR CHUN CINN

Dearcadh an Phobail faoi Úsáid na Gaeilge i gComhthéacs Gnó

Choimisiúnaigh Foras na Gaeilge IPSOS/MRBI le taighde cuimsitheach a dhéanamh ar dhearcadh an phobail faoi úsáid na Gaeilge i gcomhthéacs gnó. Píosa taighde a bhí anseo mar chuid de shraith a thosaigh in 2005 agus chuimsigh sé ceisteanna faoi leibhéal cumais agus úsáide ó tosaíodh air. Léirigh an taighde an-tacaíocht d'úsáid na Gaeilge i comhthéacs gnó, go háirithe do chomharthaíocht agus do shuíomhanna gréasáin. D'fheidhmeodh ceisteanna níba leithne mar chóras réamhrabhaidh faoi aon laghdú a bheadh ar bhá an phobail don Ghaeilge i gcoitinne agus léirigh na torthaí nach bhfuil aon bhaol air sin. Bainfead leas go háirithe as an taighde seo mar chuid den chás ag tacú le Q-Mharc Gaeilge.

Eile

Rinneadh taighde i dtreo straitéise don eagraíocht mar atá luaite faoi 'Forbairt Eagraíochtúil' i dtosach na caibidle seo.

I réimse na foclóireachta rinneadh taighde ar ábhar, leagan amach agus dearadh an leagain chlóite den Fhoclóir Nua Béarla-Gaeilge.

CÚRSAÍ EAGRAÍOCHTÚLA

Tinreamh ag Cruinnithe Boird

Léiríonn an tábla thíos sonraí an tinrimh ar Chruinnithe Boird.

	As 9	19/01	23/02	13/04	18/05	22/06	20/07	14/09	02/11	07/12
Pól Ó Gallchóir	9/9	✓	✓	✓	✓	✓	✓	✓	✓	✓
Seán Mícheál Ó Domhnaill	6/9	X	X	✓	✓	✓	✓	✓	X	✓
Gráinne McElwain	7/9	✓	✓	✓	X	X	✓	✓	✓	✓
Bláthnaid Ní Chofaigh	7/9	✓	✓	✓	X	✓	X	✓	✓	✓
Seán Ó hArgáin	7/9	✓	✓	X	X	✓	✓	✓	✓	✓
Seán Ó Coistealbha	7/9	X	✓	✓	X	✓	✓	✓	✓	✓
Conor McGuinness	9/9	✓	✓	✓	✓	✓	✓	✓	✓	✓
Barra Ó Muiri	6/9	✓	✓	X	X	✓	X	✓	✓	✓
Maighréad Ní Chonghaile	8/9	✓	✓	✓	✓	X	✓	✓	✓	✓
Mairéad Farrell	5/9	✓	X	✓	✓	✓	X	X	X	✓
Máire Ní Neachtain	8/9	✓	✓	✓	X	✓	✓	✓	✓	✓
Sorcha Ní Chéidigh	8/9	✓	✓	✓	✓	X	✓	✓	✓	✓
Niall Ó Gallochobhair	7/9	X	✓	✓	✓	✓	✓	✓	X	✓

Comhthionscadail

I gcomhar le Gníomhaireacht na hUltaise, rinneadh comhoibriú ar dhá shaintionscadal:

- Imeachtaí ag an bhféile Fusion; agus
- Comhoiliúint faoi chúrsaí combhionannais.

NOCHTADH COSANTA

Faoi réir fhorálacha an *Achta um Nochtadh Cosanta 2014* foilsítear anseo an t-eolas seo a leanas. Ní dhearnadh aon nochtadh cosanta le Foras na Gaeilge le linn 2018.

ENERGY REPORTING

Office	Electricity	Fossil Fuels					Actions and Planning	
Location / County	kWh Electricity	kWh Natural Gas (heat)	kWh Gas Oil	kWh Transport Fuel (Petrol, diesel)	kWh Transport Fuel (LPG)	kWh Total Fossil Fuel	Actions taken in 2018	Planning for 2019
Amiens St / Dublin	144,750	N/a	N/a	N/a	N/a	N/a	New A-rated Office/Building. Solar panels in use. Air-conditioning system in use. Heat recovery system also in use. Doors and Windows mostly closed.	Continuing to use the automated systems.
Gaoth Dobhair / Donegal	N/a	N/a	N/a	N/a	N/a	N/a	Certain amount paid each year. Energy-saving bulbs used where possible.	Lights turned off and doors closed when possible.
AIS - Dunshaughlin / Co. Meath	36,521	159,579	N/a	N/a	N/a	159,579	New grade C3 Office and Warehouse. Doors closed and lights turned off where possible. LED lighting fitted in the office and warehouse.	Lights turned off and doors closed when possible.
Rath Chairn / Co. Meath	22,331	N/a	N/a	N/a	N/a	N/a	Storage heaters in use, thus a single bill.	Lights and heat turned off when nobody is in the room.

TUAIRISCIÚ I LEITH FUINNIMH

Oifig	Leictreachas	Breosla Iontaise					Céimeanna agus Pleanáil	
		kWh Leictreachas	kWh Gás Nádúrtha (teas)	kWh Gás Ola	kWh Breosla iompar (Peitreal, artola)	kWh Breosla iompar (LPG)	kWh Breosla Iontaise iomlán	Céim-eanna tógtha 2018
Sráid Amiens / Baile Átha Cliath D.Fómhair - Nollaig	144,750	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Oifig/Foirgneamh nua, grád A. Painéil gréime in úsáid. Córas aerchóimthe in úsáid. Córas athghabhála teasa freisin. Doirse agus fuinneoga dúnta den chuid is mó.	Leanúint ar aghaidh leis na córais nua uathoibríocha.
Gaoth Dobhair / Dún na nGall	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Méid áirithe a íoctar gach bliain. Úsáidtear bolgáin atá coigilteach ar fuinneamh a oiread agus is féidir.	Múchtar soilse agus coinnítear doirse dúnta a oiread agus is féidir.
ÁIS - Dún Seachlainn / Co. na Mí D. Fómhair - Nollaig	36,521	159,579	Ní/bh	Ní/bh	Ní/bh	159,579	Oifigí & trádstóras nua, grád C3. Doirse dúnta agus soilse múchta a oiread is féidir. Soilse LED curtha isteach sna hoifigí, agus sa trádstóras.	Múchtar soilse agus coinnítear doirse dúnta a oiread agus is féidir.
Ráth Chairn (RC) / Co. na Mí	22,331	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Ní/bh	Taisc théitheoirí atá in úsáid agus sin an fáth nach bhfuil ach bille amháin anseo.	Múchtar soilse agus teas nuair a bhíonn seomra foamh agus coinnítear doirse dúnta a oiread agus is féidir.

REMUNERATION REPORT

The Guide to Accounts for the North/South Implementation Bodies issued by the Department of Finance in Northern Ireland and the Department of Public Expenditure and Reform in the Republic of Ireland requires the publication of office benefit and pension entitlements for certain senior staff.

Senior management are the Chief Executive and the directors. The Accountable Person in Foras na Gaeilge is the Chief Executive.

REMUNERATION POLICY

Foras na Gaeilge's remuneration policy is to follow public sector salaries for staff based on the island of Ireland and as directed by Sponsoring Departments in the relevant jurisdiction

RECRUITMENT AND SELECTION POLICY

Staff appointments are made in accordance with the Language Body recruitment code which requires appointments to be made on merit principle on the basis of fair and open competition.

TERMINATION, COMPENSATION OR SEVERANCE PAYMENTS

During 2018 there were no termination, compensation or severance payments were made.

BENEFIT IN KIND

Benefit in kind covers any financial benefit given by the employer to staff and is treated as taxable office work. No member of senior management staff members received any benefits in kind in 2018.

BONUS PAYMENTS

It is not the policy of Foras na Gaeilge to pay bonus payments to senior management or staff. No bonus payments were made this year.

PAY MULTIPLES

Foras na Gaeilge is required to disclose the relationship between remuneration of the highest-paid director in the organisation and the median remuneration of the organisation's workforce.

	2018	2018	2017	2017
	€	£	€	£
The highest paid director	120,989	108,890	115,351	101,128
Median remuneration of staff	48,739	43,865	47,254	41,428
Ratio	2.48	2.48	2.4	2.4

The remuneration of the highest paid director in 2018 was €120,989 (2017: €115,351). This was 2.48 times the median salary of the workforce which in 2018 was €48,739 (2017: €47,254).

In 2017 and 2018 no employee received remuneration in excess of the highest paid director.

TUAIRISC AR LUACH SAOTHAIR

Éilfomn an Treoir do Chuntais do na Comhlachtaí Forfheidhmithe Thuaidh/Theas atá comheisithe ag an Roinn Airgeadais i dTuaisceart Éireann agus ag an Roinn Caiteachais Phoiblí agus Athchóirithe i bPoblacht na hÉireann go bhfoilseofaí teidlíochtaí sochair oifige agus pinsin i gcás baill shinsearacha foirne áirithe.

Is é lucht na hardbhainistíochta an Príomhfheidhmeannach agus na stiúrtóirí. Is é an Príomhfheidhmeannach an Duine Cuntasach i bhForas na Gaeilge.

POLASÁÍ ÍOCAÍOCHTA

Is é polasáí íocaíochta Fhoras na Gaeilge treoir na seirbhíse poiblí a leanúint i dtaobh tuarastail de ar oileán na hÉireann, agus faoi ordú na Ranna Coimircíochta sa dlínse chuí.

POLASÁÍ EARCAÍOCHTA AGUS ROGHNAITHE

Earcaítear baill fhoirne de réir chód earcaíochta an Fhorais Teanga, cód a ordáionn go ndéanfar ceapacháin ar phrionsabal an fhiúntais agus ar bhonn na hiomaíochta córa agus oscailte.

ÍOCAÍOCHTAÍ FOIRCEANTA, I GCÚITEAMH NÓ TÉARFA

Le linn 2018 níor íocadh aon íocaíochtaí foirceanta, i gcúiteamh nó téarfá.

SOCHAR COMHCINEÁIL

Clúdaíonn luach airgeadais ar shochar comhchineáil aon sochar tugtha ag an bhfostóir don fhoireann agus caitear leis mar shaothar oifige inchánach. Ní bhfuair baill fhoireann na hardbhainistíochta aon sochar comhchineáil in 2018.

ÍOCAÍOCHTAÍ SA BHREIS

Ní polasáí é i bhForas na Gaeilge íocaíochtaí sa bhreis a íoc le lucht na hardbhainistíochta nó leis an bhfoireann. Níor íocadh aon íocaíocht sa bhreis i mbliana.

IOLRAITHE PÁ

Éilítear ar Fhoras na Gaeilge an gaol idir luach saothair an stiúrtóra is airde pá san eagraíocht agus luach saothair airmheánach fhoireann na heagraíochta.

	2018 €	2018 £	2017 €	2017 £
An stiúrtóir is airde pá	120,989	108,890	115,351	101,128
Luach saothair airmheánach na foirne	48,739	43,865	47,254	41,428
Cóimheas	2.48	2.48	2.4	2.4

Ba é luach saothair an stiúrtóra ab airde pá in 2018 €120,989 (2017: €115,351). B'in 2.48 uair níos mó ná luach saothair airmheánach na foirne, ba é sin €48,739 in 2018 (2017: €47,254).

Ní bhfuair aon fhostaí in 2018 nó 2017 luach saothair níos mó ná an stiúrtóir ab airde pá.

**SALARY AND PENSION ENTITLEMENTS OF SENIOR
MANAGEMENT**

	Chief Executive	Director of Developmental Services	Director of Corporate Services	Director of Publishing, Lexicography and Terminology	Deputy Chief Executive Director of Education Services
	S. Ó Coinn				*
Salary 2018	€117,203	€99,408	€91,943	€96,506	€57,117
Pension Age Accrued Benefit at 31 12 18	€11,300	€48,300	€3,100	€10,000	€2,000
Accumulated lump sum at 31 12 18	€34,000	€144,900	€12,800	€30,100	-
Actual Increase in Benefit at Pension Age	€1,300	€4,300	€1,100	€2,000	€2,000
Actual Increase of Lump Sum at Pension Age	€5,000	€13,900	€6,800	€6,100	-
CETV @ 31/12/17	€204,000	€1,033,000	€29,000	€180,000	€14,000
CETV @ 31/12/18	€255,400	€1,119,700	€47,800	€238,000	€15,900
Actual increase in CETV	€51,400	€86,700	€18,800	€58,000	€1,900
Value of Accrued Pension Benefits in 2017	€128,000	€27,000	€18,000	€25,000	€9,000
Value of Accrued Pension Benefits in 2018	€31,000	€99,900	€28,800	€46,100	€40,000

* This member joined the scheme in August 2017.

NOTES:

The Cash Equivalent Transfer Value (CETV) is not determined and is published for illustrative purposes only.

Cash Equivalent Transfer Value Calculation (CETV) is based on projected pension benefits on the 31 December 2017 and 31 December 2018. Staff contributions are included in the value of pension benefits payable in 2017 and 2018 because data on individuals is not available. In the case of members over normal retirement age no CETV factors are published. In these cases, we calculated an estimated factor using extrapolation.

The calculations in the table above are based on salaries as of March 31, 2017 which is the renewal date for the North South Pension Scheme.

SALARY BANDS FOR EMPLOYEES

The following displays the number of employees at the end of the year in which their emoluments (including pension contributions) fell within the following bands (this represents the annual office benefits):

	2018	2017
	Number	Number
Less than €40,000	19	18
€40,001 - €50,000	14	12
€50,001 - €60,000	7	11
€60,001 - €70,000	4	5
€70,001 - €80,000	8	8
€80,001 - €90,000	1	2
€90,001 - €100,000	2	1
€100,001 - €110,000	1	0
€110,001 - €120,000	0	1
€120,001 - €130,000	1	0

**TEIDLÍOCHTAÍ TUARASTAIL AGUS PINSIN LUCHT
ARDBHAINISTÍOCHTA**

	Príomh-fheidhm-eannach	Stiúrthóir Seirbhísí Forbartha	Stiúrthóir Seirbhísí Corparáid-eacha	Stiúrthóir Foilsitheoir-eachta, Foclóireachta agus Téarmaíochta	Leas-phríomh-fheidhm-eannach/Stiúrthóir Seirbhísí Oideachais
	S. Ó Coinn				*
Tuarastal 2018	€117,203	€99,408	€91,943	€96,506	€57,117
Sochar Fabhráithe ag Aois Pinsin de réir 31 12 18	€11,300	€48,300	€3,100	€10,000	€2,000
Cnapshuim fhabhráithe de réir 31 12 18	€34,000	€144,900	€12,800	€30,100	-
Méadú iarbhír ar Shochar ag Aois Phinsin	€1,300	€4,300	€1,100	€2,000	€2,000
Méadú iarbhír ar Cnapshuim ag Aois Phinsin	€5,000	€13,900	€6,800	€6,100	-
LACA@ 31/12/17	€204,000	€1,033,000	€29,000	€180,000	€14,000
LACA@ 31/12/18	€255,400	€1,119,700	€47,800	€238,000	€15,900
Méadú iarbhír ar LACA	€51,400	€86,700	€18,800	€58,000	€1,900
Luach ar Shochair Phinsin Fhabhráithe in 2017	€128,000	€27,000	€18,000	€25,000	€9,000
Luach ar Shochair Phinsin Fhabhráithe in 2018	€31,000	€99,900	€28,800	€46,100	€40,000

*Thosaigh an ball seo sa scéim i mí Lúnasa 2017.

NÓTAÍ:

Níl an Luach Aistrithe Coibhéise Airgid (LACA) cinnte agus foilsítear é chun críocha léiriúcháin amháin.

Ríomhadh Luach Aistrithe Coibhéise Airgid (LACA) bunaithe ar shochair phinsin réamh-mheasta ar an 31 Nollaig 2017 agus an 31 Nollaig 2018. Tá ranníocaíochtaí foirne san áireamh i luach na sochar pinsin iníoctha in 2017 agus 2018 toisc nach bhfuil fáil ar shonraí faoi dhaoine aonair. I gcás ball thar an ngnáthaois scoir ní fhoilsítear aon tosca LACA. Ina gcásanna siúd, ríomhamar toisc mheasta trí eachtarshuí.

Tá na ríomhanna sa tábla thuas bunaithe ar thuarastail amhail an 31 Márta 2017 atá ina dháta athnuachana don Scéim Pinsin Thuaidh Theas.

BANDAÍ TUARASTAIL NA FOIRNE

Seo a leanas an líon fostaithe ag deireadh na bliana ar tháinig a gcuid sochar oifige (lena n-áirítear ranníocaíochtaí pinsin) laistigh de na bandaí seo a leanas (léiríonn sé seo na sochair oifige bhliantúla):

	2018	2017
	Líon	Líon
Níos lú ná €40,000	19	18
€40,001-€50,000	14	12
€50,001 - €60,000	7	11
€60,001 - €70,000	4	5
€70,001 - €80,000	8	8
€80,001 - €90,000	1	2
€90,001 - €100,000	2	1
€100,001 - €110,000	1	0
€110,001 - €120,000	0	1
€120,001 - €130,000	1	0

REMUNERATION OF BOARD MEMBERS

The following displays the remuneration of Board Members (including the Chairman) for the year ending the 31 December 2018:

Board 01 January - 31 December 2018	201 8	201 8
	€	Stg £
Pól Ó Gallchóir - Chairman	11,970	10,590
Barra Ó Muirí - Deputy Chairperson	7,562	6,690
Máire Ní Neachtain	Note (i)	Note (i)
Seán Micheál Ó Domhnaill	7,695	6,808
Conor McGuinness	7,695	6,808
Mairéad Farrell	7,695	6,808
Gráinne McElwain	7,695	6,808
Margaret Connolly	5,917	5,235
Seán Ó hArgáin	Note (i)	Note (i)
Sorcha Ní Chéidigh	7,695	6,808
Niall Ó Gallochobhair	7,695	6,808
Séan Ó Coistealbha Note (ii)	2,565	2,269
Bláthnaid Ní Chofaigh	Note (i)	Note (i)
Northern Nominee (to be confirmed)	-	-
Northern Nominee (to be confirmed)	-	-
Northern Nominee (to be confirmed)	-	-
	74,184	65,631

There were three vacancies on the board of Foras na Gaeilge on 31 December 2018.

Board Members' expenses were €65,572 (Stg £ 58,011) in 2018.

Note (i) No board fees payable under the 'One Person One Salary' principle set by the Department of Public Expenditure and Reform.

Note (ii) €2,565 of fees were paid to these Board Members from 1 January 2018 to 30 April 2018.

Board members did not receive bonus payments, benefits-in-kind or pension benefits during 2018.

LUACH SAOTHAIR NA gCOMHALTAÍ BOIRD

Seo a leanas luach saothair na gComhaltaí Boird (an Cathaoirleach san áireamh) don bhliain dar chríoch an 31 Nollaig 2018:

An Bord 01 Eanáir - 31 Nollaig 2018	2018	2018
	€	Stg£
Pól Ó Gallchóir – Cathaoirleach	11,970	10,590
Barra Ó Muirí – Leaschathaoirleach	7,562	6,690
Máire Ní Neachtain	Nóta (i)	Nóta (i)
Seán Mícheál Ó Domhnaill	7,695	6,808
Conor McGuinness	7,695	6,808
Mairéad Farrell	7,695	6,808
Gráinne McElwain	7,695	6,808
Maighrэд Ní Chonghaile	5,917	5,235
Seán Ó hArgáin	Nóta (i)	Nóta (i)
Sorcha Ní Chéidigh	7,695	6,808
Niall Ó Gallochobhair	7,695	6,808
Séan Ó Coistealbha Nóta (ii)	2,565	2,269
Bláthnaid Ní Chofaigh	Nóta (i)	Nóta (i)
Ainmní ón Tuaisceart (le deimhniú)	-	-
Ainmní ón Tuaisceart (le deimhniú)	-	-
Ainmní ón Tuaisceart (le deimhniú)	-	-
	74,184	65,631

Bhí trí fholúntas ar Bhord Fhoras na Gaeilge ar an 31 Nollaig 2018.

Ba é an méid a caitheadh ar chostais na gComhaltaí Boird in 2018 €65,572 (Stg£58,011).

Nóta (i) Ní raibh aon táillí boird iníoctha faoin bprionsabal ‘Duine Amháin Tuarastal Amháin’ de chuid na Roinne Caiteachais Phoiblí agus Athchóirithe.

Nóta (ii) Íocadh €2,565 de tháillí leis an gComhalta Boird seo ón 01 Eanáir 2018 go dtí an 30 Aibreán 2018.

Ní bhfuair comhaltaí boird íocaíochtaí sa bhreis, sochair chomhchineáil nó sochair phinsin le linn 2018.



Accoont o Tha Boord o Ulstèr-Scotch

Report of The Ulster-Scots Agency

Tuairisc ó Ghníomhaireacht na hUltaise



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Vision and Mission Statement

Vision

The vision of the Ulster-Scots Agency is that Ulster-Scots should flourish as a rich, vibrant and growing culture with a global legacy that is recognised at home and abroad.

Mission

The Ulster-Scots Agency will inspire, educate and empower people to understand and enjoy their Ulster-Scots identity, while working to continuously improve the governance, financial performance and customer focus of the organisation.

Fís agus Ráiteas Misin

Fís

Is é fís Ghníomhaireacht na hUltaise an Ultais a bheith faoi bhláth mar chultúr saibhir, beoga agus fásmhar a bhfuil oidhreacht dhomhanda aige a aithnítear sa bhaile agus thar lear.

Misean

Tabharfaidh Ghníomhaireacht na hUltaise inspioráid, oideachas agus cumas do dhaoine lena bhféiniúlacht Ultaise a thuiscint agus le taitneamh a bhaint aisti, ag obair go leanúnach ag an am céanna le rialachas, feidhmíocht airgeadais agus fócas ar chustaiméirí na heagraíochta a fheabhsú.

Chairman's Foreword

2018 was a year of change within the Agency, it saw changes in staff including the appointment of a second Director, and changes within corporate services.

Due to the stalemate with the executive at Stormont the first half of the year had an element of uncertainty around budgets which had delayed commitment to elements of our business plan. Despite these outside pressures the Agency continued to work through the draft corporate and business plans and performed well to meet targets under sometimes difficult circumstances.

The Agency increased its profile in the international market promoting Ulster-Scots by aligning with the Maine Ulster-Scots project and completing an installation in the Irish Cultural Museum in the historic French Quarter in New Orleans.

The Agency sent representatives to the Stone Mountain festival along with representatives from Tourism Ireland and the Linen Hall Library to further embed our message.

The Agency supported the literary community with its production of publications on various aspects of Ulster-Scots language, heritage and culture. A notable publication in year included the remarkable story of County Tyrone nurses who tended wounded soldiers in France during the First World War (*Tell Them of Us*). The launch of the new Eric Montgomery Gallery in July attracted much welcomed attention with it being opened by the US Consul General as his last engagement in the province.

The Agency continued to provide a variety of support through its grant funding to the people at the heart of the Ulster-Scots community. This funding delivers a diverse range of activities including music and dance tuition, summer schools and community festivals.

The Ulster-Scots Community Network (USCN) continued to grow their membership groups and secured funding support of approximately £560k through various grant sources including the Agency, Arts Council NI and DFC. In Donegal the Monreagh Ulster-Scots Heritage and Education Centre hosted the Gathering of the Clans event which saw a healthy turnout with a number of international visitors. The centre has seen an upturn in visitors throughout the year and continues to thrive in the challenging heritage sector.

The Flagship Programme continues to be a popular and well-received program that brings an in-depth study of subjects chosen by the schools. 13 Schools received the award during 2018.

The After School Club Programme increased its coverage in 2018 with demand outweighing supply. I am pleased that the feedback from teachers has been very positive and this was reflected by the increased contact the Agency had from schools.

On behalf of the Agency Board I would like to thank all those who contributed to our work in 2018. Together we have continued to improve awareness and encourage participation in Ulster-Scots. Looking forward we will continue to enhance the presence of Ulster-Scots culture and heritage within mainstream culture.

Keith Gamble
Chairman

Réamhrá an Chathaoirligh

Bhí athruithe sa Ghníomhaireacht in 2018, athruithe san fhoireann lena n-áirítear ceapadh an dara Stiúrthóir, agus athruithe i seirbhísí corparáideacha.

Mar gheall ar an mhoill leis an fheidhmeannas ag Stormont bhí gné éiginnteachta ag baint leis an chéad leath den bhliain maidir le buiséid, a chuir moill ar thiomantas i leith gnéithe dár bplean gnó. In ainneoin na mbrúnna seo ón taobh amuigh lean an Ghníomhaireacht ar aghaidh ag obair trí na dréachtphleananna corparáideacha agus gnó agus chruthaigh muid go maith le spriocanna a chur i gcrích i dtosca a bhí deacair in amanna.

Mhéadaigh an Ghníomhaireacht a próifíl sa mhargadh idimáisiúnta, ag cur na hUltaise chun cinn trí chomhoibriú le tionscadal Ultaise Maine agus suiteáil a chríochnú sa Mhúsaem Cultúrtha Éireannach sa Cheathrú Fhrancach stairiúil in New Orleans.

Chuir an Ghníomhaireacht ionadaithe chuig féile Stone Mountain i gcuideachta ionadaithe ó Thursóireacht Éireann agus Leabharlann Halla an Línéadaigh lenár dteachtairacht a leabú a thuilleadh.

Thacaigh an Ghníomhaireacht leis an aos liteartha le foilseacháin a chuir sí amach ar ghnéithe éagsúla de theanga, oidhreacht agus cultúr na hUltaise. I bhfoilseachán suntasach i mbliana bhí scéal iontach faoi altráí ó Chontae Thír Eoghain a thug aire do shaighdiúirí gortaithe sa Fhrainc le linn an Chéad Chogaidh Dhomhanda (*Tell Them of Us*). Mheall lainseáil Dánlann nua Eric Montgomery i mí Iúil aird, ar cuireadh fáilte mhór roimpi, agus é á oscailt ag Ard-Chonsal SAM ina choinne dheireanach sa chúige.

Lean an Ghníomhaireacht ar aghaidh ag cur ar fáil cineálacha éagsúla tacaíochta trína maoiniú deontais do na daoine atá ag croilár phobal na hUltaise. Cuireann an maoiniú seo ar fáil réimse imeachtaí lena n-áirítear teagasc ceoil agus damhsa, scoileanna samhraidh agus féilte pobail.

Lean Líonra Pobail na hUltaise (LPU) ar aghaidh ag cur lena ngrúpaí ballraíochta agus fuair siad tacaíocht mhaoinithe ar luach timpeall £560k trí fhoinisí éagsúla deontais lena n-áirítear an Ghníomhaireacht, Comhairle Ealaíon TÉ agus an Roinn Pobal. I nDún na nGall d'óstáil Ionad Oidhreachta agus Oideachais na Ultaise ar an Mhóin Riabhach Cruinniú na gClann ar a raibh freastal maith le cuairteoirí ó thar lear. Bhí níos mó cuairteoirí ag an ionad i rith na bliana agus tá rath air go fóill in earnáil dhúshlánach na hoidhreachta.

Tá ráchairt i gcónaí ar an Chlár Suaitheantais agus táthar ag glacadh go maith leis go fóill mar chlár a thugann leis staidéar domhain ar ábhair atá roghnaithe ag na scoileanna. Fuair trí scoil déag an duais le linn 2018.

Leathnaigh Clár na gClubanna Iarscoile a chlúdach in 2018, le héileamh níos mó ná an soláthar. Tá mé sásta go raibh an t-aiseolas ó mhúinteoirí iontach dearfach agus léiríodh seo sa bhorradh sa teagmháil leis an Ghníomhaireacht ó scoileanna.

Thar ceann Bhord na Ghníomhaireachta ba mhaith liom buíochas a ghabháil leo siúd uilig a chuidigh lenár gcuid oibre in 2018. Le chéile lean muid ar aghaidh ag cur feabhais ar an bhfeasacht agus ag spreagadh rannpháirtíochta san Ultais. Ag breathnú chun cinn, leanfaimid ar aghaidh ag feabhsú láithreach chultúr agus oidhreacht na hUltaise sa chultúr príomhshrutha.

Keith Gamble
Cathaoirleach

Background to the Ulster-Scots Agency

The North/South Language Body was set up as one of the North/South bodies under the Belfast Agreement of 1998. The body comprises two agencies, Tha Boord o Ulster-Scotch (The Ulster-Scots Agency) and Foras na Gaeilge (The Irish Language Agency). Each of these agencies has a separate board; the two boards together constitute the board of the North/South Language Body. The chairpersons of the agencies are the joint chairs of the North/South Language Body – otherwise known as *Tha Boord o Leid* in Ulster-Scots and *An Foras Teanga* in Irish.

The body has a board of 24 members appointed by the North/South Ministerial Council (NSMC). Of those members:-

- 16 are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the body in relation to the Irish language; and
- 8 are drawn from among persons appearing to NSMC to have an interest in, or experience of, matters relating to the functions of the body in relation to Ullans and Ulster-Scots cultural issues.

The Agency is responsible to the North/South Ministerial Council, and in particular to the two ministers, in the Northern Ireland Assembly and Dáil Eireann, whose remit includes language and culture.

The Agency's statutory remit is the "promotion of greater awareness and use of Ullans and Ulster-Scots cultural issues, both within Northern Ireland and throughout the island"

In carrying out its functions in relation to Ulster-Scots language and cultural issues the Agency may:

- Provide advice to both administrations, public bodies and other groups in the private and voluntary sectors;
- Undertake research and promotional campaigns; and
- Support projects and grant aid bodies and groups.

The Agency has a staffing complement of 15.77 approved posts, headed by a Chief Executive Officer and 3 Directors. The Agency has its headquarters in Belfast with a regional office in Raphoe, County Donegal.

Cúlra Gníomhaireacht na hUltaise

Bunaíodh an Foras Teanga mar cheann de na comhlachtaí Thuaidh / Theas faoi Chomhaontú Bhéal Feirste 1998. Tá dhá Gníomhaireacht sa chomhlacht seo, Tha Boord o Ulstèr-Scotch (Gníomhaireacht na hUltaise) agus Foras na Gaeilge. Tá Bord ar leith ag an dá gníomhaireacht seo; is ionann an dá Bhord le chéile agus Bord an Fhorais Teanga. Is iad Cathaoirligh na nGníomhaireachtaí Comh-Chathaoirligh an Fhorais Teanga – ar a dtugtar *Tha Boord o Leid* in Ultais agus *An Foras Teanga* i nGaeilge.

Tá Bord 24 comhalta ag an bhForas Teanga, arna cheapadh ag an gComhairle Aireachta Thuaidh/Theas (CATT). Ar na comhaltaí sin:-

- is daoine iad seisear déag acu ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an nGaeilge; agus
- is daoine iad ochtar acu ar léir do CATT spéis nó taithí a bheith acu i gcúrsaí a bhaineann le feidhmeanna an Fhorais Teanga maidir leis an Ultais agus le saincheisteanna cultúrtha na hUltaise.

Tá an Foras Teanga freagrach don Chomhairle Aireachta Thuaidh/Theas, agus go háirithe don dá Aire, i dTionól Thuaisceart Éireann agus i nDáil Éireann, a bhfuil teangacha agus cultúr san áireamh ina sainchúram.

Is é sainchúram reachtúil na Gníomhaireachta “níos mó feasachta ar an Ultais agus a húsáid, agus níos mó feasachta ar shaincheisteanna cultúrtha na hUltaise, a chur chun cinn laistigh de Thuaisceart Éireann agus ar fud an oileáin”.

Agus í ag comhlíonadh a cuid feidhmeanna maidir le teanga na hUltaise agus le saincheisteanna cultúrtha, d’fhéadfadh an Gníomhaireacht na nithe seo a leanas a dhéanamh:

- Comhairle a thabhairt don dá lucht riaracháin, do chomhlachtaí poiblí agus do ghrúpaí eile san earnáil phríobháideach agus san earnáil dheonach;
- Tabhairt faoi thaighde agus faoi fheachtais fógraíochta; agus
- Tacaíocht a thabhairt do thionscadaíl agus comhlachtaí agus grúpaí deontaschabhracha.

Tá líon foirne 15.77 post faofa ag an nGníomhaireacht, faoi cheannas an Phríomhoifigigh Feidhmiúcháin agus triúr Stiúrthóirí. Tá ceanncheathrú na Gníomhaireachta i mBéal Feirste agus tá oifig réigiúnach i Ráth Bhoth, Contae Dhún na nGall.

Directors' Report

How the Board operates

The chairperson leads the Board and ensures its effectiveness. In addition to the chairperson, there are currently seven independent North/South Ministerial Council (NSMC) appointed Board members who have a range of strong and complementary skills and a keen interest in Ulster-Scots. A statement of their responsibilities is set out in the foreword to the accounts.

The Agency Board provides strategic direction and leadership to the organisation within the parameters of policy set by, and in consultation with, the NSMC. The Board has delegated responsibility to the senior management team for the day to day management of operations, staff and budgets to ensure that the business targets set by the Board are progressed on a timely basis. The Board's primary function is, therefore, to set the corporate business agenda and ensure that the organisation delivers in terms of its strategic goals. The Board reviews performance against targets including any consequent corrective actions, risk implications and contingency measures.

The Agency also has an Audit and Risk Committee to support the Board in identifying risk, its impact and the corporate response to managing that risk. The Committee's main objective is to contribute independently to the Board's overall process for ensuring that an effective internal control system is maintained.

Before each Board and Committee meeting, relevant reports and papers, including financial performance data and detailed updates on the progress and implementation of the strategic plan where appropriate, are circulated to Board/Committee members. The Board has the opportunity to discuss these reports and updates and to challenge directly the senior management team, who attend all or part of the Board meetings.

The key responsibilities and areas of focus for the Board are:

- Strategy – contribute to the development of, and agree, the Agency's strategy.
- Financial and operational performance – review and monitor the performance of the Agency, including through regular reporting and discussions with the senior management team.
- Senior management – ensure that the senior management team has the skills and resources to deliver the strategy and that appropriate succession and contingency planning is in place.
- Evaluation and composition – review the performance of the Board and its Committees to ensure that they are effective. Ensure that the Board and its Committees comprise competent and capable individuals with a range of skills and experience who bring independent views to the decisions being made.
- Internal controls – maintain an appropriate internal control framework.
- Risk – ensure that there are effective risk management policies and processes in place and an appropriate governance structure.

Tuairisc na Stiúrthóirí

Cad é mar a fheidhmíonn an Bord

Tá an cathaoirleach i gceannas ar an mBord agus cinntíonn sé nó sí go bhfuil sé éifeachtach. Chomh maith leis an gcathaoirleach, tá faoi láthair seachtar comhaltaí Boird ceaptha ag an gComhairle Aireachta Thuaidh/Theas (CATT) a bhfuil réimse de scileanna láidre agus comhlántacha acu agus a bhfuil spéis mhór acu san Ultais. Tá ráiteas ar a bhfreagrachtaí leagtha amach sa réamhrá leis na cuntais.

Cuireann Bord na Gníomhaireachta treoir straitéiseach agus ceannasaíocht ar fáil don eagraíocht laistigh de na teorainneacha polasaí atá leagtha síos ag, agus i gcomhairle leis, an gComhairle Aireachta Thuaidh/Theas. Tá an fhreagracht tarmhligthe ag an mBord don fhoireann ardbhainistíochta as bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go gcuirtear na spriocanna gnó atá leagtha síos ag an mBord chun cinn go tráthúil. Is é príomhfheidhm an Bhoird, dá bhrí sin, an clár gnó corparáideach a shocrú agus a chinntiú go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an Bord athbhreithniú ar fheidhmíocht de réir spriocanna, ag áireamh aon bhearta ceartaitheacha iarmhartacha, impleachtaí riosca agus bearta teagmhasacha.

Tá Coiste Iniúchta agus Riosca ag an nGníomhaireacht chomh maith le tacú leis an mBord riosca, a thionchar agus an fhreagairt chorparáideach ar bhainistiú an riosca sin a aithint. Is é príomhchuspóir an Choiste cur go neamhspleách le próiseas foriomlán an Bhoird maidir lena chinntiú go gcoimeádtar córas éifeachtach rialaithe inmheánaigh.

Roimh gach cruinniú Boird agus Coiste scaiptear tuairiscí agus páipéir ábhartha, lena n-áirítear sonraí maidir le feidhmíocht airgeadais agus nuashonruithe mionsonraithe ar dhul chun cinn agus feidhmiú an phlean straitéisigh nuair is cuí, ar bhaill Boird/Coiste. Bíonn an deis ag an mBord na tuairiscí agus na nuashonruithe seo a phlé agus dúshlán díreach a thabhairt don fhoireann ardbhainistíochta, a fhreastalaíonn ar na cruinnithe Boird go léir nó ar chuid acu.

Is iad príomhfhreagrachtaí agus réimsí fócais an Bhoird:

- Straitéis – cur le forbairt straitéis na Gníomhaireachta agus í a chomhaontú.
- Feidhmíocht airgeadais agus oibriúcháin – athbhreithniú agus monatóireacht ar fheidhmíocht na Gníomhaireachta, lena n-áirítear tuairiscí rialta agus comhráite leis an bhfoireann ardbhainistíochta.
- Ardbhainistíocht – a chinntiú go bhfuil na scileanna agus na hacmhainní ag an bhfoireann ardbhainistíochta leis an straitéis a chur i gcrích agus go bhfuil planáil chuí maidir le comharbas agus teagmhas i bhfeidhm.
- Measúnú agus ballraíocht – athbhreithniú a dhéanamh ar fheidhmíocht an bhoird agus a choistí lena chinntiú go bhfuil siad éifeachtach. A chinntiú go bhfuil daoine inniúla agus cumasacha ar an mBord agus ar a choistí a bhfuil réimse scileanna agus taithe acu a mbíonn tuairimí neamhspleacha acu i leith na gcinntí atá á ndéanamh.
- Rialuithe inmheánacha – creatlach rialaithe inmheánaigh chuí a choinneáil.
- Riosca – a chinntiú go bhfuil polasaithe agus próisis éifeachtacha maidir le bainistíocht riosca i bhfeidhm agus struchtúr rialachais cuí.

During 2018, the Board of the Agency met on 9 occasions and the following table sets out the attendance:

Board member	Number of meetings potentially able to attend	Number of meetings actually attended
Mr Keith Gamble (chairperson)	9	9
Mr Frederick Kettyle (vice-chairperson)	9	9
Ms Ida Fisher	9	7
Ms Julie Andrews	9	7
Ms Val O'Kelly	9	7
Mr Iain Carlisle	9	8
Mr Allen McAdam	9	7
Mr David Mc Narry	9	6

The Audit and Risk Committee

The Audit and Risk Committee comprised 3 Board members and 2 members co-opted from other bodies as follows and met on 4 occasions during 2018 and the following table sets out the attendance:

Audit and Risk Committee member	Number of meetings potentially able to attend	Number of meetings actually attended
Ms Julie Andrews (chairperson)	4	4
Ms Val O'Kelly	4	2
Mr Allen McAdam	4	4
Mr Ray Dolan (co-opted from <i>Safefood</i>)	4	4
Ms Patricia McCaffrey (co-opted from Waterways Ireland)	4	4

During the year other subcommittees namely the Grants Committee met on six occasions, Grants Appeals Committee met on one occasion and the Joint Language Body met on one occasion.

Le linn 2018 bhí 9 gcrúinníú ag Bord na Gníomhaireachta agus taispeánann an tábla seo thíos an tinreamh:

Comhalta boird	Líon na gcrúinnithe arbh fhéidir freastal orthu	Líon na gcrúinnithe a ndearnadh freastal orthu go fíor
An tUasal Keith Gamble (cathaoirleach)	9	9
An tUasal Frederick Kettle (leas-chathaoirleach)	9	9
An tUasal Ida Fisher	9	7
An tUasal Julie Andrews	9	7
An tUasal Val O'Kelly	9	7
An tUasal Iain Carlisle	9	8
An tUasal Allen McAdam	9	7
An tUasal David McNarry	9	6

An Coiste Iniúchta agus Riosca

Ar an gCoiste Iniúchta agus Riosca bhí 3 comhaltaí Boird agus 2 chomhaltaí comhthofa ó chomhlachtaí eile mar a fheictear thíos agus tháinig siad le chéile ceithre huair le linn 2018 agus taispeánann an tábla seo a leanas an freastal:

Comhalta Coiste Iniúchta agus Riosca	Líon na gcrúinnithe arbh fhéidir freastal orthu	Líon na gcrúinnithe a ndearnadh freastal orthu go fíor
An tUasal Julie Andrews (cathaoirleach)	4	4
An tUasal Val O'Kelly	4	2
An tUasal Allen McAdam	4	4
An tUasal Ray Dolan (comhthofa ó Bhiaslán)	4	4
An tUasal Patricia McCaffrey (comhthofa ó Uiscebhealaí Éireann)	4	4

Le linn na bliana tháinig fochoistí eile le chéile, is é sin tháinig Coiste na nDeontas le chéile sé huair, Coiste Achomhairc na nDeontas uair amháin agus Comhchoiste an Fhorais Teanga uair amháin.

Remuneration Report

Report on the remuneration of senior management

The senior management of the Agency are considered to be the CEO, Directors and Board of the Ulster-Scots Agency. The Chief Executive is the Accounting Officer as approved by NSMC and is responsible for the efficient and effective administration of the Agency.

Policy on the remuneration of senior managers for current and future financial years

At the beginning of the year, senior managers are set objectives based on the Agency's corporate and business plans. These are periodically reviewed and reported to the Board on a continual basis. Individual goals and objectives of the senior management team are reviewed and assessed throughout the year using the Agency's Performance Management Framework. This means that the CEO assesses the Directors' performance which is then reviewed and countersigned by the Chairman of the Board. The CEO's is also assessed by the Chairman of the Board.

The pay scales of the senior management who are based in the NI jurisdiction mirror those of the NICS pay scales. The pay scales for each NICS grade contain a number of pay points from minima to maxima, allowing progression towards the maxima based on performance. The annual increments are issued to the Agency through relevant sponsoring department in the relevant jurisdiction (Department for Communities) from the Department of Finance which has been approved by the finance minister. Prior to implementation, the proposed salary increases are approved by the Agency's Board and Sponsoring Departments in each jurisdiction (DfC and DCHG).

Service contracts

Senior management appointments are made in accordance with the North/South Language Body Recruitment Code, which requires appointment to be on merit principle on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made. The senior management of the Ulster-Scots Agency appointments which are open-ended with a notice period of three months/twelve weeks. Termination payments are in accordance with contractual terms. During the year 2018 there were no compensation or severance payments to senior management.

Salary and pension entitlements

The following sections provide details of the remuneration and pension interests of the senior management of the Agency.

	2018				2017			
	Salary £	Salary €	Pension benefits £*	Benefits in kind	Salary £	Salary €	Pension benefits £*	Benefits in kind
Ian Crozier ** (CEO)	56,252	63,583	30,400		56,250	64,163	29,000	Nil
David McCallum (DOCS)	40,913	46,245	18,000		38,260	43,641	25,000	Nil
Richard Hanna (DOEL)	36,539	41,301	16,000		2,897	3,305	1,400	Nil

Tuairisc ar Luach Saothair

Tuairisc ar luach saothair ardbhainisteoirí

Áirítear gurb iad Príomhoifigeach Feidhmiúcháin, Stiúrthóirí agus Bord Ghníomhaireacht na hUltaise ardbhainisteoirí na Gníomhaireachta. Is é an príomhfheidhmeannach an tOifigeach Cuntasach mar atá faofa ag CATT agus tá sé freagrach as riarachán éifeachtúil agus éifeachtach na Gníomhaireachta.

Polasaí ar luach saothair ardbhainisteoirí don bhliain airgeadais reatha agus do na blianta amach anseo

Ag tús na bliana, socraítear cuspóirí do bhainisteoirí sinsearacha bunaithe ar phleananna corparáideacha agus gnó na Gníomhaireachta. Déantar iad seo a athbhreithniú go tréimhsiúil agus tuairiscítear iad don Bhord ar bhonn leanúnach. Déantar spriocanna agus cuspóirí fhoireann na hardbhainistíochta a athbhreithniú agus a mheasúnú i rith na bliana ag úsáid chreat bainistíochta feidhmíochta na gníomhaíochta. Ciallaíonn sé seo go ndéanann an Príomhoifigeach Feidhmiúcháin feidhmíocht na Stiúrthóirí a mheasúnú, agus ansin athbhreithníonn agus comhshíníonn Cathaoirleach an Bhoird í. Déanann cathaoirleach an Bhoird measúnú chomh maith ar fheidhmíocht an Phríomhoifigigh Feidhmiúcháin.

Tá scálaí pá na n-ardbhainisteoirí atá bunaithe i ndlínse TÉ ar aon dul le scálaí pá Státseirbhís Thuaisceart Éireann. Sna scálaí pá do gach grád de Státseirbhís Thuaisceart Éireann tá roinnt pointí pá ón mbun go dtí an barr, rud a cheadaíonn dul chun cinn i dtreo an bhairr bunaithe ar fheidhmíocht. Eisítear na hincrimintí bliantúla don Ghníomhaireacht tríd an Roinn Choimircíochta sa dlínse chuí (an Roinn Pobal) ón Roinn Airgeadais atá ceadaithe ag an aire airgeadais. Sula gcuirtear i bhfeidhm iad, cheadaíonn Bord na Gníomhaireachta agus an dá roinn choimircíochta sa dá dhlínse na méaduithe tuarastail molta (RP agus RCOG).

Conarthaí seirbhíse

Déantar ceapacháin bhainistíochta shinsearacha de réir Chód Earcaíochta an Fhorais Teanga, a éilíonn go ndéanfar ceapachán de réir fiúntais ar bhonn iomaíochta chothrom agus oscailte ach a áiríonn chomh maith na tosca nuair a fhéadtar ceapacháin a dhéanamh ar bhun difriúil. Is ceapacháin cheannoscailte atá ag ardbhainisteoirí Ghníomhaireacht na hUltaise, le fógra trí mhí nó dhá sheachtain déag. Tá iocaíochtaí foirceanta de réir téarmaí conartha. Le linn na bliana 2018 ní raibh aon chúiteamh nó scaoilíocaíocht le hardbhainisteoirí.

Teidlíochtaí tuarastail agus pinsin

Sna codanna seo a leanas tá sonraí chúiteamh agus leasanna pinsin ardbhainisteoirí na Gníomhaireachta.

	2018				2017			
	Tuarastal £	Tuarastal €	Sochair phinsin £*	Sochair chomh-chineáil	Tuarastal £	Tuarastal €	Sochair phinsin £*	Sochair chomh-chineáil
Ian Crozier ** (POF)	56,252	63,583	30,400		56,250	64,163	29,000	Nialas
David McCallum (SSC)	40,913	46,245	18,000		38,260	43,641	25,000	Nialas
Richard Hanna (SOT)	36,539	41,301	16,000		2,897	3,305	1,400	Nialas

Remuneration (including salary) and pension entitlements of senior management staff – CEO (Chief Executive Officer), DOCS (Director of Corporate Services), DOEL (Director of Education & Language)

*The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights.

**The Chief Executive is currently receiving additional remuneration for work done on a project for Department for Communities which is being reimbursed by them.

Pay multiples

The Agency is required to disclose the relationship between remuneration of the highest-paid Director in their organisation and the median remuneration of the organisation's workforce.

	2018 £	2018 €	2017 £	2017 €
The highest paid Director	56,252	63,583	56,250	64,163
Median remuneration of staff	30,149	34,078	31,446	35,869
Ratio	1.9		1.8	

The remuneration of the highest paid Director in 2018 was £56,252 (2017: £56,250). This was 1.9 times the median salary of the workforce which in 2017 was £31,446. In 2017 no employee received remuneration in excess of the highest paid Director.

Total remuneration includes salary and non-consolidated performance-related pay. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

Salary

'Salary' includes gross salary and any other allowance to the extent that it is subject to UK/Irish taxation. There were no overtime, recruitment and retention allowances, private office allowances or ex gratia payments paid to any staff member in the year.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs/ Ireland's Department of Revenue as a taxable emolument. There were no benefits in kind provided to staff in the year.

Bonuses

It is not the policy of the Agency to make any bonus payments to members of the senior management team or staff. No bonus payments have been made during the year.

Luach saothair (lena n-áirítear tuarastal) agus teidlíochtaí pinsin baill foirne ardbhainistíochta – POF (Príomhoifigeach Feidhmiúcháin, SSC (Stiúrthóir Seirbhísí Corparáideacha), SOT (Stiúrthóir Oideachais & Teanga)

*Déantar luach sochar pinsin a fhabhraítear le linn na bliana a ríomh mar (an fíorardú pinsin iolraithe faoi 20) móide (an fíorardú in aon chnapshuim) lúide (na ranníocaíochtaí déanta ag an duine). Ní áirítear sna fíorarduithe arduithe mar gheall ar bhoilsciú agus aon ardú nó íslíú mar gheall ar aistriú ceart pinsin.

**Tá an Príomhoifigeach Feidhmiúcháin faoi láthair ag fáil luach saothair breise as obair a rinneadh ar thionscadal don Roinn Pobal atá á cúiteamh acu.

Iolraí pá

Tá de cheangal ar an nGníomhaireacht an coibhneas idir luach saothair an Stiúrthóra is airde pá ina n-eagraíocht agus luach saothair airmheánach lucht oibre na heagraíochta a nochtadh.

	2018 £	2018 €	2017 £	2017 €
An Stiúrthóir is airde pá	56,252	63,583	56,250	64,163
Luach saothair airmheánach foirne	30,149	34,078	31,446	35,869
Cóimheas	1.9		1.8	

Ba é luach saothair an Stiúrthóra ab airde pá in 2018 £56,252 (2017: £56,250). Bhí seo 1.9 uair níos airde ná tuarastal airmheánach an lucht oibre in 2017, £31,446. In 2017 ní bhfuair aon fhostaí luach saothair níos mó ná an Stiúrthóir is airde pá.

Áirítear i luach saothair iomlán tuarastal agus pá i gcoibhneas le feidhmíocht neamh-chomhdhlúite. Ní áirítear ann ranníocaíochtaí pinsin an fhostaí agus luach aistrithe coibhéiseach pinsean in airgead tirim.

Tuarastal

Áirítear i 'dtuarastal' tuarastal iomlán agus aon liúntas eile a fhad is go bhfuil sé faoi réir chánachas RA/na hÉireann. Níor íocadh aon liúntas ragoibre, earcaíochta agus coinneála, liúntas d'oifig phríobháideach nó íocaíochtaí ex gratia le haon bhall foirne sa bhliain.

Sochair chomhchineáil

Clúdaíonn luach airgid sochar comhchineáil aon sochair a chuireann an fostóir ar fáil agus a bpléann Coimisinéirí Ioncaim agus Custam na Banríona / Coimisinéirí Ioncaim na hÉireann leis mar dhíolaíocht inchánach. Níor cuireadh aon sochair chomhchineáil eile ar fáil do bhaill foirne sa bhliain.

Bónais

Níl sé de pholasaí ag an nGníomhaireacht aon íocaíochtaí breise a dhéanamh le baill foirne ardbhainistíochta nó baill foirne. Ní dheanadh aon íocaíochtaí breise le linn na bliana.

Pension Benefits

	Accrued pension at pension age as at 31/12/18 and related lump sum	Real increase in pension and related lump sum at pension age	CETV at 31/12/18	CETV at 31/12/17	Real increase in CETV
	£	£	£	£	£
Mr Ian Crozier <i>Chief Executive</i>	Pension £8,100 lump sum £9,900	Pension £1,500 lump sum £400	91,000	68,000	23,000
Mr David McCallum <i>Director of Corporate Services</i>	Pension £9,800 lump sum £19,400	Pension £900 lump sum £0	147,000	124,000	23,000
Mr Richard Hanna <i>Director of Education & Language (appointed 4/12/17)</i>	Pension £ 900 lump sum £ -	Pension £ 800 lump sum £ -	1,000	13,000	12,000

Members of the Board do not receive pension benefits. For full listing of the Board and their total remuneration, please see below.

Pension arrangements – general description of the scheme

The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal retirement age is a member's state pension age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 68 in Ireland. Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 17 disclosures at 31 December 2018 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the scheme's liabilities incorporating market conditions and scheme data at 31 December 2018.

Cash Equivalent Transfer Values (CETV)

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a

Sochair phinsin

	Pinsean fabhraithe ag aois phinsin mar a bhí ag 31/12/18 agus cnapshuim ghaolmhar	Fíorardú pinsin fabhraithe agus cnapshuim ghaolmhar ag aois phinsin	Luach aistrithe na coibhéise airgid ag 31/12/18	Luach aistrithe na coibhéise airgid ag 31/12/17	Fíorardú i luach aistrithe na coibhéise airgid
	£	£	£	£	£
An tUasal Ian Crozier <i>Príomhoifigeach Feidhmiúcháin</i>	Pinsean £8,100 Cnapshuim £9,900	Pinsean £1,500 Cnapshuim £400	91,000	68,000	23,000
An tUasal David McCallum <i>Stiúrthóir Seirbhísí Corparáideacha</i>	Pinsean £9,800 Cnapshuim £19,400	Pinsean £900 Cnapshuim £0	147,000	124,000	23,000
An tUasal Richard Hanna <i>Stiúrthóir Oideachais & Teanga (ceaptha 4/12/17)</i>	Pinsean £900 Cnapshuim £ -	Pinsean £800 Cnapshuim £ -	1,000	13,000	12,000

Ní fhaigheann comhaltaí boird aon sochair phinsin. Le liosta iomlán an bhoird agus a luach saothair iomlán a fháil, féach thíos le do thoil.

Socrúithe pinsin – cur síos ginearálta ar an scéim

Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochar éagsúla acu. Is iad na príomhrannáin:

An rannán tuarastail deiridh den chroíscéim – is socrú pinsin tuarastail deiridh seo le sochair múnlaithé ar an rannán Classic ar Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean (an t-ochtódú cuid in aghaidh gach bliain de sheirbhís), aisce nó cnapshuim (trí ochtódú in aghaidh gach bliain de sheirbhís) agus pinsean céile agus leanaí. Is í an ghnáthaois scoir breithlá 60 bliain d'aois baill. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

An Chroíscéim Alpha – seo socrú pinsin tuillimh athluacháilte meánaithe gairmré nó scéim TAMG le sochair múnlaithé ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inphinsin do gach bliain de bhallaíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna. Is í an ghnáthaois phinsin aois phinsin stáit an bhaill sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 68 in Éirinn. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Tá sochair ag an gcuid is mó de bhaill an Chroí-rannáin sa rannán tuarastail deiridh agus alpha araon agus beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh an 1 Aibreán 2015, den chuid is mó, ina mbaill den Chroí-rannán alpha.

Tá an luacháil a úsáidtear do nochtuithe FRS 17 ag an 31 Nollaig 2018 déanta ag achtúire neamhspleách cáilithe (Deloitte). Ullmhaíodh na torthaí i mbliana trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéime ag an 31 Nollaig 2018.

Luachanna Aistrithe Coibhéise Airgid (LACA)

Is é is Luach Aistrithe Coibhéise Airgid (LACA) ann luach caipitlithe measúnaithe go hachtúireach shochair na scéime pinsin a bhíonn fabhraithe ag baill ag pointe áirithe ama. Is iad na sochair a luacháiltear sochair fhabhraithe an bhaill agus aon phinsean céile teagmhasach atá iníoctha ón scéim. Is

particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The CETV figures include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the Agency's pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Compensation for loss of office

During the current and preceding financial year there were no compulsory or voluntary redundancies in the Agency. Therefore no costs have been incurred by the Agency and no compensation payments have been made.

Board Members' Remuneration

Board Members received no bonus payments, benefits in kind or pension benefits during the years ended 31 December 2017 and 2018. The amounts above reflect their total remuneration.

Board Members expenses in 2018 were £8,423 (€9,521) (2017 £9,778 (€11,153)).

Salary bands for all employees

Number of employees whose emoluments for the twelve months ending 31 December 2018 fell within the following bands:

Salary bands (£)	2018 (Number of employees)	2017 (Number of employees)
Less than 40,000	11	11
40,000 – 49,999	2	1
50,000 – 59,999	1	1
60,000 – 69,999	0	0

íocaíocht é LACA a dhéanann scéim nó socrú pinsin le sochair phinsin a chinntiú i scéim nó socrú pinsin eile nuair a imíonn an ball ó scéim agus roghnaíonn sé/sí na sochair atá fabhráithe ina seanscém a aistriú. Baineann na figiúirí pinsin a thaispeántar leis na sochair atá fabhráithe ag duine mar thoradh ar a mballraíocht iomlán sa scéim pinsin, ní hamháin a seirbhís i gcáil shinsearach lena mbaineann nochtadh.

Áirítear ar fhigiúir LACA luach aon sochair pinsin i scéim nó socrú eile atá aistrithe ag an duine isteach i socrúithe pinsin na Gníomhaireachta. Áirítear orthu chomh maith aon socrú pinsin breise a fhabhraítear don bhall mar thoradh ar iad blianta breise seirbhíse pinsin a cheannach sa scéim ar a gcostas féin. Déantar LACA a áireamh de réir *The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008* agus ní chuireann siad san áireamh aon laghdú iarbhir nó féideartha i sochair mar thoradh ar Cháin Liúntais Saoil a fhéadfaidh a bheith dlite nuair a ghlactar sochair phinsin.

Fíorardú in LACA

Léiríonn seo an méadú in LACA atá maoinithe ag an fhostóir. Ní áirítear ann an méadú sa phinsean fabhráithe mar thoradh ar bhoilsciú, ranníocaíochtaí déanta ag an fhostaí (lena n-áirítear luach aon sochair a aistrítear ó scéim nó sochar pinsin eile) agus úsáideann sé fachtóirí luacháil mhargaidh choitianta do thús agus deireadh na tréimhse.

Cúiteamh as oifig a chailleadh

Le linn na bliana airgeadais reatha agus roimhe seo ní raibh aon iomarcaíochtaí éigeantacha nó deonacha sa Ghníomhaireacht. Mar sin níl aon chostais tabhairthe ag an nGníomhaireacht agus níl aon íocaíochtaí cúitimh déanta.

Luach saothair bhail an Bhoird

Ní bhfuair baill an Bhoird aon íocaíochtaí bónais, sochair chomhchineáil nó sochair phinsin le linn na mblianta dar chríoch an 31 Nollaig 2017 agus 2018. Léiríonn na méideanna thuas a luach saothair iomlán.

Ba iad speansais comhaltaí Boird in 2018 £8,423 (€9,521) (2017 £9,778 (€11,153)).

Bandaí tuarastail do gach fostaí

Líon na bhfostaithe ar thit a luach saothair don dá mhí dhéag dar chríoch an 31 Nollaig 2018 sna bandaí seo a leanas:

Bandaí tuarastal (£)	2018 (Líon fostaithe)	2017 (Líon fostaithe)
Níos lú ná 40,000	11	11
40,000 – 49,999	2	1
50,000 – 59,999	1	1
60,000 – 69,999	0	0

Review of the Year

Strategic Themes

In its 2018 draft business plan the Agency identified the following strategic priorities for the year, in line with the first year of the Corporate Plan for 2017 - 19:

SA1 – Inspire

The Agency will identify, interpret and animate Ulster-Scots language, heritage and culture.

SA2 – Educate

The Agency will work to ensure that learning about Ulster-Scots culture, heritage and language is integrated throughout the education system.

SA3 – Empower

The Agency will equip individuals and groups with knowledge and skills to engage with Ulster-Scots heritage, language and culture.

SA4 – Engage

The Agency will reach out locally and globally, to enhance friendship with people in Ulster whose primary identity is not Ulster-Scots: and foster kinship with people beyond Ulster who share our identity.

2018 saw new staff coming on board including a second Director in position which has injected fresh ideas and views on the work of the Agency around the area of Education.

Due to the stalemate with the Stormont executive the first half of the year had an element of uncertainty around budgets which has delayed commitment to elements of our business plan. Despite these outside pressures the Agency has continued to work through the Draft Corporate & Business Plan and performed well to meet targets under sometimes difficult circumstances.

A summary of the draft corporate plan's and business plan targets can be seen below:

Strategic Area	CP Targets	BP Targets 2018
SA1 - Inspire	11	10
SA2 - Educate	10	12
SA3 - Empower	12	6
SA4 - Engage	10	6

The draft corporate plan targets are underpinned by the business plan which sets out how we intend to deliver the corporate objectives.

The Agency achieves its monitoring and evaluation targets with bi-monthly Board meetings, Audit and Risk Committee meetings, a Grants Committee and a Grants Appeal Committee. Externally the Agency attended three monitoring meetings with Foras na Gaeilge and Sponsoring Departments meetings by year end. The Director of Corporate Services attends the Chief Executives' Pension Committee on behalf of the Chief Executive as well as various working groups with other members of the North/South bodies. The staff officer accountant attends finance committees and the HR and office manager attends the HR Committee.

Athbhreithniú ar an mBliain

Téamaí Straitéiseacha

Ina plean gnó do 2018 d'aithin an Gníomhaireacht na tosaíochtaí straitéiseacha seo a leanas don bhliain, de réir an phlean chorparáidigh do 2017-19:

AS1 – Inspioráid

Aithneoidh, léirmhíneoidh agus cuirfidh an Gníomhaireacht i láthair teanga, oidhreacht agus cultúr na hUltaise.

AS2 – Oideachas

Oibreoidh an Gníomhaireacht lena chinntiú go bhfuil foghlaim faoi chultúr, oidhreacht agus teanga na hUltaise comhtháite ar fud an chórais oideachais.

AS3 – Cumasú

Tabharfaidh an Gníomhaireacht eolas agus scileanna do dhaoine aonarach agus do ghrúpaí le bheith páirteach in oidhreacht, teanga agus cultúr na hUltaise.

AS4 – Rannpháirtíocht

Déanfaidh an Gníomhaireacht for-rochtain go háitiúil agus ar fud na cruinne, le cairdeas a fheabhsú le daoine i gCúige Uladh nach Albanach-Uladh a bpríomhfhéiniúlacht, agus le dáimh a chothú le daoine taobh amuigh de Chúige Uladh a chomhroinneann ár bhféiniúlacht.

In 2018 tháinig baill foirne nua ar bord, lena n-áirítear Stiúrthóir eile i bpost atá i ndiaidh smaointe agus tuairimí úra a chur isteach in obair na Gníomhaireachta.

Mar gheall ar an tsáinn leis an bhfeidhmeannas ag Stormont bhí gné éiginnteachta ag baint leis an gcéad leath den bhliain maidir le buiséid, a chuir moill ar thiomantas i leith gnéithe dár bplean gnó. In ainneoin na mbrúnna seachtracha seo lean an Gníomhaireacht ar aghaidh ag obair tríd an dréachtphlean corparáideach & gnó agus d'fheidhmigh sí go maith le gach sprioc a bhaint amach i gcúinsí a bhí deacair in amanna.

Is féidir achoimre ar spriocanna an dréachtphlean chorparáidigh agus an dréachtphlean gnó a fheiceáil thíos:

Réimse Straitéiseach	Spriocanna PC	Spriocanna PG 2018
RS1 – Inspioráid	11	10
RS2 – Oideachas	10	12
RS3 – Cumasú	12	6
RS4 – Rannpháirtíocht	10	6

Cuireann an plean gnó taca faoi spriocanna an dréachtphlean chorparáidigh a leagann amach cad é mar is rún dúinn na cuspóirí corparáideacha a chur i gcrích.

Baineann an Gníomhaireacht amach a spriocanna monatóireachta agus measúnaithe le cruinnithe Boird dhá uair sa mhí, cruinnithe Coiste Iniúchta agus Riosca, Coiste na nDeontas agus Coiste Achomhair Deontas. Go seachtrach d'fhreastail an Gníomhaireacht ar thrí chruinniú monatóireachta le Foras na Gaeilge agus Ranna Coimircíochta faoi dheireadh na bliana. Freastalaíonn an Stiúrthóir Seirbhísí Corparáideacha ar Choiste Pinsin na bPríomhfheidhmeannach thar ceann an phríomhfheidhmeannaigh chomh maith le grúpaí oibre éagsúla le baill eile de na Comhlachtaí Thuaidh/Theas. Freastalaíonn an cuntasóir oifigigh foirne ar choistí airgeadais agus freastalaíonn an bainisteoir AD agus oifige ar an gCoiste AD.

The Agency strives for the best performance from its staff and has training programmes in place to take care of governance, health and safety as well as technical training which in 2018 focused on GDPR legislation and preparing for its implementation during May 2018. An internal audit was conducted on the implementation which resulted in 5 recommendations to enhance the Agency's preparation for GDPR.

Individuals took training on financial standards and various financial processes in the Agency.

During the year the Agency reviewed and updated 30 + policies as well as introducing new policies. The Agency maintains a healthy working relationship with both Sponsoring Departments and strives to further strengthen these relationships.

The Agency approached the corporate plan by achieving the following highlights of activity through the business plan.

Tá an Gníomhaireacht ar a dícheall leis an fheidhmíocht is fearr a fháil óna foireann agus tá cláir oiliúna i bhfeidhm aici le cúram a dhéanamh den rialachas, cumhdach, sláinte agus sábháilteacht chomh maith le hoiliúint theicniúil a dhírigh in 2018 ar reachtaíocht a bhaineann le RGCS agus ullmhú chun í a chur i bhfeidhm le linn Bhealtaine 2018. Rinneadh iniúchadh inmheánach ar an bhfeidhmiú, a raibh de thoradh air cúig mholadh chun ullmhúchán na Gníomhaireachta do RGCS a fheabhsú.

Ghlac daoine aonair oiliúint ar chaighdeán airgeadais agus próisis airgeadais éagsúla sa Gníomhaireacht.

Le linn na bliana rinne an Gníomhaireacht athbhreithniú agus nuashonrú ar chorradh agus tríocha polasaí chomh maith le polasaithe eile a thabhairt isteach. Coinníonn an Gníomhaireacht caidreamh folláin oibre leis an dá Roinn Choimircíochta agus tá sí ar a dícheall leis na caidrimh seo a neartú.

Thug an Gníomhaireacht aghaidh ar an bplean corparáideach trí na buaic-phointí gníomhaíochta seo a leanas a bhaint amach tríd an bplean gnó.

SA1 – INSPIRE

2018 has been another successful year for the Agency and we have achieved the majority of the targets within the corporate plan and business plan. Areas in which there have been delays centred on the establishment of Hairtlan. It has proved more difficult to establish these areas with the councils that control the areas in which we are seeking to designate as Hairtlans. The area around Islandmagee is one of the proposed areas for a Hairtlan, however it will be April 2019 before the council have completed their schedules of work in the area. The second area that is under consideration is in the Cullybackey area and some preliminary discussions have taken place around this idea.

Annual Burns Concert

The Agency hosted its 7th Annual Burns Concert with the Ulster Orchestra on Saturday 27th January 2018. Entertainment on the night included performances by Phil Cunningham and Aly Bain, singer Robyn Stapleton, the Ulster-Scots Agency Juvenile Pipe Band, Markethill Ulster-Scots dancers, Robert Burns Live performer Christopher Tait and the Ulster Orchestra. It ranked amongst the top selling concerts of the year for the Ulster Orchestra. Another positive was an increase in the number of Burns Night events taking place across the province being reported. Anecdotal feedback for the concert itself has been positive, research has been carried out into the event to inform decisions on future formats.



Burns Week

To compliment the concert a Belfast Burns Week was devised to celebrate the birthday of Robert Burns. Events included lectures by Blue badge guides and historians as well as free community events which included traditional entertainment. The Linen Hall library hosted tours of the Gibson collection which is the largest collection of Burns material in the world outside of Scotland.

AS1 – INSPIORÁID

Bliain rathúil eile a bhí in 2018 don Ghníomhaireacht agus tá bunús na spriocanna sa phlean corparáideach agus sa phlean gnó bainte amach againn. Bunú Hairtlan an réimse ba mhó a raibh moill ag baint leis. Tá sé níos deacra na ceantair seo a bhunú leis na comhairlí a rialaíonn na ceantair atáimid ag iarraidh a ainmniú mar Hairtlans. Tá an ceantar thart timpeall ar Oileán Mhic Aodha ar cheann de na ceantair atá molta faoi choinne Hairtlan, ach beidh Aibreán 2019 ann sula mbeidh a gcuid sceideal oibre déanta ag an gcomhairle sa cheantar. Tá an dara ceantar atá á bhreithniú i gceantar Chúil na Baice agus tá roinnt réamhphlé déanta faoin smaoinemh seo.

Ceolchoirm bhliantúil Burns

D’óstáil an Ghníomhaireacht a seachtú ceolchoirm bhliantúil Burns le Ceolfhoireann Uladh Dé Sathairn an 27 Eanáir 2018. Mar chuid den tsiamsaíocht ar an oíche bhí léirithe ag Phil Cunningham agus Aly Bain, an t-amhránaí Robyn Stapleton, Ógbhanna Píob Ghníomhaireacht na hUltaise, Damhsóirí Ultaise Chnoc an Mhargaidh, léiritheoir Robert Burns Beo Christopher Tait, agus Ceolfhoireann Uladh. Bhí sé i measc na gceolchoirmeacha is mó díol sa bhliain do Cheolfhoireann Uladh. Rud dearfach eile ba ea ardú i líon na n-imeachtaí a bhaineann le hOíche Burns a tuairiscíodh a bheith ar siúl ar fud an chúige. Bhí aiseolas starógach don cheolchoirm féin dearfach, tá taighde déanta ar an imeacht le heolas a chur ar fáil faoi choinne cinntí ar fhormáidí amach anseo.

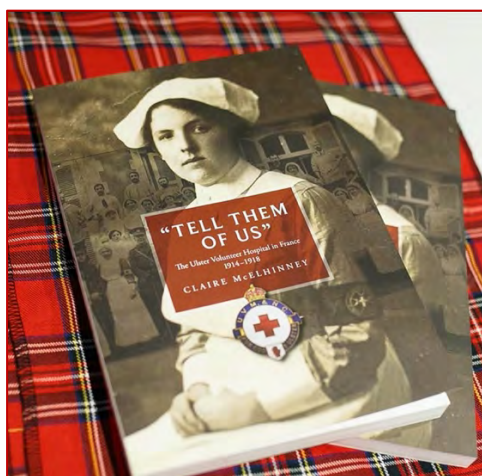
Seachtain Burns

Le cur leis an gceolchoirm cinneadh Seachtain Burns Bhéal Feirste a réachtáil le breithlá Robert Burns a cheiliúradh. I measc na n-imeachtaí bhí léachtaí ag treoraithe suaitheantais ghoirm chomh maith le himeachtaí pobail saor in aisce lenar áiríodh siamsaíocht thraidisiúnta. D’óstáil Leabharlann Halla an Línéad-aigh turais ar bhailiúchán Gibson, an bailiúchán ábhar Burns is mó ar an domhan taobh amuigh d’Albain.

Foilseacháin Ultaise

Lean an Ghníomhaireacht ar aghaidh ag foilsíú ábhair a bhain leis an Ultais. I measc na bhfoilseachán seo bhí lainseáil an leabhair *Roots of Presbyterianism in Donegal* leis an Urramach Leckey. Tá sé spéisiúil go ndearnadh cló an leabhair féin a scannánú do pháosa gairid teilifíse mar ba iad na clódóirí bunchlódóirí an leabhair tá 120 bliain ó shin.

I mí na Samhna 2018 lainseáladh an leabhar *Tyrone Nurses – Tell Them of Us* a insíonn scéal iontach faoi altra ó Chontae Thír Eoghain a thug aire do shaighdiúirí gortaithe sa Fhrainc le linn an Chéad Chogaidh Dhomhanda, i ndiaidh ospidéal a chur ar bun ar neamhchhead do thaoisigh mhíleata na Breataine. Glacadh go an-mhaith leis an leabhar agus fuair sé aird nach beag ó na meáin.



Ulster-Scots Publications

The Agency continued to publish Ulster-Scots relevant subjects. These publications included the Launch of *Roots of Presbyterianism in Donegal* book by Reverend Leckey. Interestingly the printing of the book itself was filmed for a short TV piece as the printers were the original printers of the book 120 years ago.

November 2018 saw the launch of the *Tyrone Nurses – Tell Them of Us* book which tells the remarkable story of a Co Tyrone nurse who tended wounded soldiers in France during the First World War, after setting up a hospital in defiance of British military chiefs. The book was very well received and garnered considerable media attention.

Eric Montgomery Gallery

A refit of the lecture space in the Discover Ulster-Scots Centre to reflect our connections with the USA was completed during July 2018. It was named the Montgomery Gallery in memory of Eric Montgomery, a long-time champion of Ulster-Scots heritage, who was head of the Government Information Service in Northern Ireland and played a key role in the establishment of the Ulster-American Folk Park at Omagh and the American Frontier Culture Museum in Virginia. He was also a founder of the Ulster-Scot Historical Society, which later became the Ulster Historical Foundation.

Nashville in Belfast Week

The Agency was a partner in the delivery of Nashville in Belfast Week by Belfast City Council from 28th April to 6th May. We organised a reception for the visiting Nashville delegation, which took place in the Discover Ulster-Scots Centre. The reception was addressed by Arlene Foster MLA and also included the launch of our new publication Andrew Jackson – The First Scotch-Irish President.



The Agency also participated on Belfast City Council's North American Stakeholder Group, which aims to support joined up working in relation to connections with North America.

The Agency worked with Killinchy Parish Church to support the delivery of a weekend festival programme at the end of September, based around the area's connection with Rev John Livingston, one of the earliest Presbyterian ministers in Ulster, who was aboard the Eagle Wing. Information which came to light about the Livingston family was also able to be incorporated in the exhibition panels that the Agency has developed for New Orleans in collaboration with the NI Bureau.

Positive discussions took place between the Agency, Republic of Ireland Officials and representatives from the Council of Europe in relation to the possibility of Ireland ratifying the European Charter for Regional or Minority Languages in respect of Irish and Ulster-Scots. The Agency is carrying out scoping work to identify the practical steps that could be taken in relation to Ulster-Scots if we were to be recognised under Part II of the Charter in the Republic of Ireland.

The Agency celebrated European Languages Day with the CEO addressing a symposium at the European Commission Offices in London; staff participating in language workshops for Agency staff and social media campaign which had a collective reach of nearly 10,000 views.

Dánlann Eric Montgomery

Cuireadh athchóiriú ar an spás léachtóireachta in Ionad Eolais na hUltaise i gcrích le linn Iúil 2018 lenár naisc le SAM a léiriú. Cuireadh Dánlann Montgomery air, i gcuimhne ar Eric Montgomery, crann taca d'oidhreacht na hUltaise ar feadh i bhfad, a bhí ina cheannaire ar an tSeirbhís Eolais Rialtais i dTuaisceart Éireann agus a d'imir príomhról i mbunú Dhaonpháirc Uladh-Mheiriceá ar an Ómaigh agus Músaem Chultúr Chríoch Mheiriceá in Virginia. Bhí sé ar dhuine de bhunaitheoirí Chumann Staire Albanaigh Uladh chomh maith, a ndearnadh Fondúireacht Staire Uladh de ina dhiaidh sin.



The Montgomery Gallery

Seachtain Nashville i mBéal Feirste

Bhí an Gníomhaireacht ina comhpháirtí ag cur i gcrích Sheachtain Nashville i mBéal Feirste le Comhairle Cathrach Bhéal Feirste ón 28 Aibreán go dtí an 6 Bealtaine. D'agraíomar fáiltiú don toiscaireacht ar cuairt ó Nashville, a bhí ar siúl in Ionad Eolais na hUltaise. Thug Arlene Foster BTR óráid ag an bhfáiltiú, agus lainseáladh lena linn chomh maith ár bhfoilseachán nua, *Andrew Jackson – The First Scotch-Irish President*.

Ghlac an Gníomhaireacht páirt chomh maith i ngrúpa páirtithe leasmhara Mheiriceá Thuaidh Chomhairle Cathrach Bhéal Feirste, a bhfuil d'aidhm aige a bheith ag obair i dtaca le naisc le Meiriceá Thuaidh.

D'oibrigh an Gníomhaireacht le hEaglais Pharóiste Chill Dhuinsí le tacú le soláthar clár féile deireadh seachtaine ag deireadh mhí Mheán Fómhair, bunaithe ar nasc an cheantair leis an Urramach John Livingston, duine de na chéad mhinistí Preispitéireacha i gCúige Uladh, a bhí ar an Eagle Wing. Bhíothas in ann eolas a tháinig chun solais faoi theaghlaigh Livingston a chur san áireamh sna painéil taispeántais atá forbartha ag an nGníomhaireacht do New Orleans i gcomhpháirt le Biúró TÉ.

Bhí plé dearfach ar siúl idir an Gníomhaireacht, feidhmeannaigh de chuid Phoblacht na hÉireann agus ionadaithe ó Chomhairle na hEorpa maidir leis an bhféidearthacht go ndaingneoidh Éire an Chairt Eorpach um Theangacha Réigiúnacha nó Mionlaigh i leith na hUltaise. Tá an Gníomhaireacht ag déanamh obair scoipe le céimeanna praiticiúla a aithint a d'fhéadfaí a ghlacadh i leith na hUltaise dá n-aithneofaí sinn faoi Chuid II den chairt i bPoblacht na hÉireann.

Cheiliúir an Gníomhaireacht Lá Eorpach na dTeangacha leis an POF ag tabhairt óraíde ag siompóisiam ag Oifigí an Choimisiúin Eorpaigh i Londain; ghlac baill foirne páirt i gceardlanna teanga do bhaill foirne na Gníomhaireachta agus feachtas sna meáin shóisialta ag a raibh 10,000 radharc ar fad.

SA2- EDUCATE

The education team had a productive year and exceeded targets in many places including Flagship Schools experiencing 30% extra activity and Music and Dance tuition seeing a spike in demand where we were able to increase activity by 80% due to additional funding becoming available. A total of £208,406 worth of investment was dedicated to Language and Education resources and programmes.

Flagship Schools Programme

The Flagship programme is designed to support primary schools in the development of high quality educational and curriculum opportunities for children and young people to learn more about Ulster-Scots traditions and culture. The Flagship Programme is a popular and well-received series of activities that bring an in-depth study of subjects chosen by the schools. 26 schools in total are currently in receipt of support for the programme. 13 Schools received the award during 2018.

Touring Drama

The Ulster-Scots touring drama brings an understanding of Ulster-Scots history through the medium of drama. It has become very popular with schools in both primary and post primary sectors and has been adapted by at least one post primary school for BTEC accreditation. This was another very successful project whereby 30 schools had the opportunity to see the drama “Old Glory” which held particular significance in the tercentenary of the 1718 migration of the Ulster-Scots to America. The drama highlighted the impact of Ulster-Scots people in American history and the building of that nation. We had the drama tweaked to focus more on the Nutfield Settlement which became Londonderry, New Hampshire. Again, the feedback from all participating schools was very positive.

After-Schools Clubs

The after school club programme proved to very successful in 2018 with demand outweighing supply. The clubs give pupils and staff a taster of the various strands of the Ulster-Scots language and culture and serve as a very successful “taster” for more in-depth programmes such as Flagship Programme. The feedback from teachers has been very positive and this was reflected by the number of schools that contacted us, having heard of the programme from teachers in other schools.

Music and dance tuition in schools & OCN Qualifications

The now annual awards in Piping and Drumming and also OCN Lambeg Drumming went well with two presentations being held in Parliament Buildings, Stormont. Over 200 children across the Province qualified in their Foundation Piping and Drumming and over 130 children received their OCN certificates in Lambeg Drumming. During 2018, a total of 78 applications were received from schools for Ulster-Scots music and/or dance tuition. This is a substantial increase in demand from the previous year, representing an increase of over 37%. The schools are located throughout Ulster and come from primary and post primary sectors: 67 schools are in NI and 11 in ROI; 60 applicants are primary schools, 17 are post primary and 1 school is an all age independent school. Piping and drumming continues to be the most popular form of tuition with a growing uptake in accreditation. Challenges for the future of the programme are that the volume of applications is rising each year which are competing for a very limited available budget.

RS2 – OIDEACHAS

Bhí bliain tháirgiúil ag an bhfoireann oideachais agus sháraigh siad spriocanna ina lán áiteanna, lena n-áirítear 30% de ghníomhaíocht bhreise ag scoileanna suaitheantais, agus borradh géar i dteagasc ceoil agus damhsa, mar a rabhamar in ann gníomhaíocht a ardú 80% mar gheall ar mhaoiniú breise a bheith ar fáil. Tiomnaíodh luach £208,406 d'infheistíocht san iomlán d'acmhainní agus do chláir theanga agus oideachais.

Clár Scoileanna Suaitheantais

Tá an Clár Suaitheantais deartha le tacaíocht a thabhairt do scoileanna i bhforbairt deiseanna oideachais agus curaclaim ar ardchaighdeán do pháistí agus daoine óga le níos mó a fhoghlaim faoi thraidisiúin agus cultúir na hUltaise. Is sraith de ghníomhaíochtaí é an Clár Suaitheantais a bhfuil ráchairt air agus glacadh maith leis, a thugann leis staidéar domhain ar ábhair roghnaithe ag na scoileanna. Tá 26 scoil ar fad ag fáil tacaíochta faoin gclár faoi láthair. Fuair trí scoil déag an duais le linn 2018.

Dráma ar camchuairt

Tugann dráma camchuirte na hUltaise tuiscint ar stair na hUltaise trí mheán na drámaíochta. Tá ráchairt mhór air anois ó scoileanna san earnáil bhunscolaíochta agus iar-bhunscolaíochta araon agus tá ar a laghad iar-bhunscoil amháin i ndiaidh é a chóiriú do chreidiúnú BTEC. Tionscadal an-rathúil eile ba ea é seo ina raibh an deis ag 30 scoil an dráma *Old Glory* a fheiceáil, a raibh tábhacht ar leith ag baint leis agus trí chéad bliain á chomóradh ó imirce na nAlbanach Ultach go Meiriceá in 1718. Chuir an dráma béim ar thionchar na nAlbanach Ultach ar stair Mheiriceá agus ar thógáil an náisiúin sin. Rinneamar coigeartú ar an dráma le go mbeadh níos mó béime ar lonnaíocht Nutfield, ar tugadh air ina dhiaidh sin Londonderry, New Hampshire. Arís, bhí an t-aiseolas ó gach scoil a bhí rannpháirteach ann iontach dearfach.

Clubanna iarscoile

Bhí an club iarscoile an-rathúil in 2018, agus bhí an t-éileamh níos mó ná an soláthar. Tugann na clubanna blaiseadh do dhaltáí agus do bhaill foirne ar shnáitheanna éagsúla de theanga agus de chultúr na hUltaise agus is blaiseadh an-mhaith iad faoi choinne cláir níos doimhne, cosúil leis an gClár Suaitheantais. Bhí an t-aiseolas ó mhúinteoirí iontach dearfach agus léiríodh seo tríd an líon scoileanna a rinne teagmháil linn, i ndiaidh cluinstitín faoin gclár ó mhúinteoirí i scoileanna eile.

Teagasc ceoil agus damhsa i scoileanna & cáilíochtaí an Líonra Coláistí Oscailte (LCO)

D'éirigh go maith leis na gradaim, atá bliantúil anois, sa phiobaireacht agus sa drumadóireacht, agus LCO sa drumadóireacht Lann Bheag, le dhá bhronnadh ar siúl i dTithe na Parlaiminte, Stormont. Cháiligh corradh is 200 páiste ar fud an chúige ina mbonnphiobaireacht agus ina mbonndrumadóireacht agus fuair corradh is 130 páiste a dteastais LCO i ndrumadóireacht Lann Bheag. Le linn 2018 fuarthas ocht n-iarratas agus seachtó ar fad ó scoileanna faoi choinne teagasc ceoil agus/nó damhsa Ultaise. Is ardú suntasach é seo san éileamh ón bhliain roimhe, arb ionann é agus 37% de mhéadú. Tá na scoileanna suite ar fud Chúige Uladh agus tá siad san earnáil bunscoile agus san earnáil iar-bhunscoile: Tá seacht scoil agus seasca in TÉ agus 11 in PÉ; is bunscoileanna iad seasca iarratasóir, is iar-bhunscoileanna iad seacht n-iarratasóir déag agus is scoil neamhspleách uile-aoise í scoil amháin. Is iad piobaireacht agus drumadóireacht go fóill na cineálacha teagaisc is mó éileamh, le níos mó daoine ag glacadh le creidiúnú. Is dúshlán do thodhchaí an chláir go bhfuil líon na n-iarratas ag ardú gach bliain agus iad i gcomórtas le chéile faoi choinne buiséid atá iontach teoranta.



Education developments 2018

The Land of Promise

A new Ulster-Scots teaching and learning resource for primary schools has been developed and will be hosted on the Northern Ireland Curriculum website by the NI Council for Curriculum Examinations and Assessment (CCEA). This places Ulster-Scots content in the curriculum portal used by all schools in Northern Ireland. The resource is called *The Land of Promise – Ulster-Scots Emigration to America*. It features a range of multimedia assets including specially commissioned drama productions about key aspects of the 1718 emigration of Ulster-Scots to New England where they established settlements. These are designed to provide stimulus for a range of teaching and learning activities that have been developed as part of the resource.

In addition to the historical value it provides opportunities for teachers to explore contemporary issues such as immigration and inclusion. The emigration story has been mapped to the curriculum, providing teachers with ideas for connected learning in all curriculum areas in Key Stage 2 (upper primary level). Links have been established with education policymakers, school authorities and teachers in Maine, USA, and it is intended to encourage collaboration between schools there and in Ulster, using the story of Ulster-Scots emigration as a focus. International collaboration is encouraged in NI schools.

In partnership with Tourism Ireland the Ulster-Scots Agency commissioned a film crew to visit New England to gather video assets of the region to be used in current and future projects. Filming took place in Maine and New Hampshire and three short videos were produced and can be viewed via our social media channels.

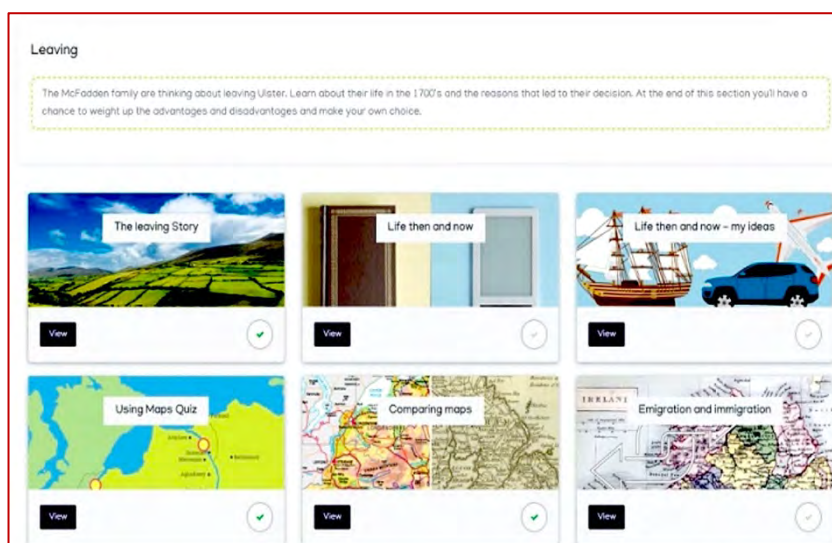
Apollo's Fire Concert

Filming of the Apollo's Fire concert in Belfast and the accompanying video will include interviews with musicians speaking about the origins of their music and the instruments they play. This can be used as an educational resource for use in schools.

Forbairtí oideachais 2018

The Land of Promise

Tá acmhainn nua teagaisc agus foghlama Ultaise do bhunscoileanna forbartha agus óstálfar é ar shuíomh gréasáin Churaclam Thuaisceart Éireann ag Comhairle Curaclaim, Scrúdúcháin agus Measúnaithe TÉ (CCSM). Cuir-eann seo ábhar Ultaise ar an tairseach churaclaim atá in úsáid ag gach scoil i dTuaisceart Éireann. Is é is teideal don acmhainn *The Land of Promise – Ulster-Scots Emigration to America*. Tá réimse sócmhainní ilmheáin ann, lena n-áirítear léirithe dráma sainchoimisiúnaithe faoi phríomhghnéithe d'imirce na nAlbanach Ultach in 1718 go Sasana Nua, mar ar bhunaigh siad lonnaíochtaí. Dearadh iad seo le spreagadh a thabhairt faoi choinne réimse gníomhaíochtaí teagaisc agus foghlama atá forbartha mar chuid den acmhainn.



Chomh maith leis an luach stairiúil tugann sé deiseanna do mhúinteoirí ceisteanna comhaimseartha a fhiosrú, cosúil leis an imirce agus ionchuimsiú. Tá scéal na himirce mapáilte don churaclam, ag cur ar fáil do mhúinteoirí smaointe don fhoghlaim nasctha i ngach réimse foghlama in Eochairchéim 2 (leibhéal uachtarach bunscoile). Tá naisc bunaithe le lucht déanta polasaí oideachais, údarais scoile agus múinteoirí in Maine, SAM, agus tá rún ann comhoibriú a spreagadh idir scoileanna thall agus i gCúige Uladh, ag úsáid scéal imirce na hUltaise mar fhócas. Spreagtar an comhoibriú idimáisiúnta i scoileanna TÉ.

I gcomhpháirt le Turasóireacht Éireann choimisiúnaigh Gníomhaireacht na hUltaise criú scannánaíochta le cuairt a thabhairt ar Shasana Nua le sócmhainní fise an réigiúin a bhailiú le húsáid sa tionscadal reatha agus i dtionscadail amach anseo. Bhí scannánaíocht ar siúl in Maine agus New Hampshire agus rinneadh trí fhíseán ghairide agus is féidir iad a fheiceáil ar ár gcanéil meán shóisialta.

Ceolchoirm Apollo's Fire

San áireamh sa scannán ar cheolchoirm Apollo's Fire agus an físeán a bheidh leis beidh agallaimh le ceoltóirí ag labhairt faoi bhunús a gceoil agus na huirlisí a sheinneann siad. Is féidir seo a úsáid mar acmhainn oideachais i scoileanna.

SA3 - EMPOWER

Corefunded Groups

Investment of £370,860 was committed to core funded groups undertaking Ulster-Scots activities.

The USCN assisted member groups to secure necessary funding of £560K to support, design and deliver projects. The USCN also provided an advice service via one to one sessions with 497 member groups on a range of relevant issues.

They also provide a grant applicant support programme focused on Ulster-Scots Agency Festival and music and dance tuition funding schemes and follow up support for applicants/grant claims process. One of the mechanisms for this was via ten geographically diverse information sessions throughout 2018.

The USCN delivered presentations on a range of Ulster-Scots cultural and historical and history topics. This was delivered to fifty eight schools and a diverse mix of historical societies, libraries, women's and older peoples groups.

The delivery of accredited learning opportunities via the Open College Network on Ulster-Scots cultural identity proved popular with 134 attendees which resulted in eighty four accreditations.

The USCN worked hard to increase walk in visitors to the Discover Ulster-Scots by exceeding their target by an extra 100 visitors per month.

The Monreagh Heritage Centre continued to perform well showcasing Ulster-Scots heritage in Donegal by supporting the development of Ulster-Scots through a range of workshops, events and Ulster-Scots themed exhibitions.

During 2017 the centre saw a refresh of the centre with new displays and signage which complimented the earlier upgrading of the President's suite. It's success was reflected in the upturn of visitor figures during 2018. Throughout the year as well as the more routine work they hosted a successful Burns supper and supported visitors in the research of 41 family trees. The major success story of the year was the Gathering of the Clans of East Donegal and Foyle Valley which was very well attended and has gained enough publicity for requests for further events of this type.

Under the Agency's Financial Assistance Scheme funding of £802,047 went towards bringing to fruition many different projects.

Music and dance tuition in the community

The Agency provided grant aid to 126 projects, which provided tuition in Scottish country and Highland dance, piping, drumming, accordion, flute, drum major, fife and Lambeg drumming. Over 2000 people attended tuition classes supported by the Agency in 2018. We also saw an increase in applications from groups in the border counties from the previous year.

Financial Assistance Schemes - Other

During the year the Agency continued to support the work of the USA Juvenile Pipe Band and Mid Armagh Community Network plus the provision of a community radio station for two weeks in Kilkeel. The Agency also supported community development through the Community Impact Programme.

RS3 – CUMASÚ

Grúpaí bunmhaoinithe

Tiomnaíodh £370,860 d'infheistíocht do ghrúpaí bunmhaoinithe atá ag gabháil gníomhaíochtaí Ultaise de láimh.

Chuidigh Líonra Pobail na hUltaise (LPU) le ballghrúpaí maoiniú riachtanach £560K a fháil le tacú le tionscadail, iad a dhearadh agus a chur i gcrích. Chuir LPU comhairle ar fáil chomh maith trí sheisiúin duine le duine le 497 ballghrúpa ar réimse saincheisteanna éagsúla.

Cuireann siad ar fáil chomh maith clár tacaíochta iarratasóra deontais, ag díriú ar Fhéile Gníomhaireacht na hUltaise agus scéimeanna maoinithe do theagasc ceoil agus damhsa agus tacaíocht leantach d'iarratasóirí/próisis éilimh deontais. Ceann de na meicníochtaí dó seo ba ea deich seisiún eolais in áiteanna éagsúla i rith 2018.

Rinne LPU cur i láthair ar réimse de thopaicí cultúrtha agus stairiúla Ultaise. Cuireadh seo ar fáil d'ocht scoil agus caoga agus do mheascán ilchineálach de chumainn staire, leabharlanna, grúpaí ban agus grúpaí do dhaoine níos sine.

Bhí ráchairt ar sholáthar deiseanna foghlama creidiúnaithe ar fhéiniúlacht chultúrtha na hUltaise tríd an Líonra Coláistí Oscailte, le 134 dhuine i láthair, a raibh de thoradh air ceithre chreidiúnú agus ochtó.

D'oibrigh LPU go crua le líon na gcustaiméirí a thagann isteach ar a gcoiscéim in Ionad Eolais na hUltaise a mhéadú, agus sháraigh siad a sprioc de 100 cuairteoir breise sa mhí.

Bhí Ionad Oideachais agus Oidhreacht Mhóin Riabhach go fóill ag cruthú go maith, ag cur i láthair oidhreacht na hUltaise i nDún na nGall trí thacú le forbairt na hUltaise trí réimse ceardlann, imeachtaí agus taispeántas le téama Ultaise.

Le linn 2017 rinneadh athnuachan ar an ionad le taispeántais agus comharthaí nua a chuir le huasghrádú sheomra an Uachtaráin a rinneadh roimhe sin. Léiríodh a rath sa bhorradh ar líon na gcuariteoirí in 2018. I rith na bliana chomh maith le gnáthobair d'óstáil siad suipéar Burns, ar éirigh go maith leis, agus thacaigh siad le cuairteoirí ag déanamh taighde ar chraobh ghinealaigh agus daichead. Ba é mórscéal ratha na bliana Cruinniú Chlanna Oirthear Dhún na nGall agus Ghleann an Fheabhail, a raibh freastal an-mhaith air agus, agus tá go leor poiblíochta faighte aige le hiarratais a fháil faoi choinne imeachtaí eile den chineál seo.

Faoi Scéim Cúnaimh Airgeadais na Gníomhaireachta chuaigh £802,047 de mhaoiniú i dtreo cuid mhór tionscadal éagsúil a thabhairt chun críche.

Teagasc ceoil agus damhsa sa phobal

Thug an Gníomhaireacht cúnaimh deontais do 126 thionscadal, lena n-áirítear damhsa tíre Albanach agus damhsa na nGarbhchríoch, píobaireacht, drumadóireacht, cairdín, feadóg mhór, maor drumá, fíif agus drumadóireacht Lann Bheag. D'fhreastail corradh is 2000 duine ar ranganna teagaisc a fuair tacaíocht ón nGníomhaireacht in 2018. Chonaiceamar ardú ón bliain roimhe in iarratais chomh maith ó ghrúpaí i gcontaetha na teorann.

Scéimeanna Cúnaimh Airgeadais - Eile

Le linn na bliana lean an Gníomhaireacht ar aghaidh ag tacú le hobair Ógbhanna Píob Gníomhaireacht na hUltaise agus Líonra Pobail Lár Ard Mhacha, chomh maith le stáisiún raidió pobail a chur ar fáil ar feadh dhá sheachtain in gCill Chaoil. Thacaigh an Gníomhaireacht chomh maith le forbairt pobail tríd an gClár Tionchair Pobail.

Summer schools

The Agency provided funding for twenty two summer schools including a very successful residential summer school in Raphoe, which brought local children together with young people from Arranmore Island and Northern Ireland and made use of the Raphoe exhibition space.

Community Impact

The Agency continued to fund three projects under this programme. All three projects were independently evaluated during 2017 and continue to increase participation and capacity. The three projects delivered a wide range of programmes and have obtained programme funding from numerous other sources including the Big Lottery Fund and the Arts Council.

Community showcases

During 2018 we provided financial support to thirty small community events including, lectures, masterclasses, Burns events, and Ulster-Scots evenings. Of the thirty showcase events supported, sixteen were in the border counties. We supported a wide variety of showcase events in Counties Monaghan and Cavan and worked in partnership with the USCN to offer community outreach opportunities at a number of events in Monaghan and Cavan.

Community festivals

The Agency supported community festivals including the East Donegal and Foyle Family History Festival in Burt, County Donegal, which attracted a lot of visitors from the USA and the Fringe Festival in Londonderry , which was a very innovative festival hosted in the two weeks running up to the Maiden City Festival.

Border counties

Approximately 2,500 people attended the Raphoe Ulster-Scots Heritage Day in Raphoe during September 2018, this was a celebration of the rich piping and drumming tradition of East Donegal. Eleven pipe bands from Counties Donegal, Tyrone and Monaghan attended the event along with individual pipers and drummers from a number of bands throughout Northern Ireland.

Scoileanna samhraidh

Chuir an Ghníomhaireacht maoiniú ar fáil do dhá scoil samhraidh agus fiche, a raibh scoil samhraidh chónaithe rathúil i Ráth Bhoth ina measc, a thug páistí áitiúla le chéile le daoine óga ó Oileán Árann Mhór agus ó Thuaisceart Éireann, agus a bhain úsáid as spás taispeántais Ráth Bhoth.

Tionchar ar an bpobal

Lean an Ghníomhaireacht ar aghaidh ag maoiniú trí thionscadal faoin gclár seo. Rinneadh luacháil neamhspleách ar gach ceann de na trí thionscadal in 2017, agus tá siad go fóill ag méadú rannpháirtíochta agus cumais. Chuir na trí thionscadal réimse leathan clár ar fáil agus fuair siad maoiniú cláir ó fhoinse éagsúla eile lena n-áirítear Ciste Mór an Chrannchuir agus an Chomhairle Ealaíon.

Taispeántais phobail

Le linn 2018 chuireamar tacaíocht airgeadais ar fáil do thríocha imeacht pobail beag ar an n-áirítear léachtaí, máistir-ranganna, ócáidí Burns, agus oícheanta Ultaise. As measc na dtíocha imeacht mórthaispeántais ar tacaíodh leo, bhí sé cinn déag acu i gcontaetha na teorann. Thacaíomar le réimse leathan imeachtaí mórthaispeántais i Contaetha Mhuineacháin agus an Chabháin, agus d'oibríomar i gcomhpháirt le LPU le deiseanna rochtana pobail a thairiscint ag roinnt imeachtaí i Muineachán agus sa Chabhán.

Féilte pobail

Thacaigh an Ghníomhaireacht le féilte pobail, lena n-áirítear Féile Staire Teaghlaigh Oirthear Dhún na nGall agus an Fheabhail ar an mBeart, i gContae Dhún na nGall, a mheall cuid mhór cuairteoirí ó SAM, agus an Fhéile ar an Imeall i nDoire, a bhí ina féile iontach nuálach a óstáladh sa dá sheachtain roimh Fhéile na hÓgh-Chathrach.

Contaetha na teorann

D'fhreastail timpeall 2,500 duine ar Lá Oidhreacht Ultaise Ráth Bhoth i Ráth Bhoth le linn Mheán Fómhair 2018. Ba cheiliúradh é seo ar thraidisiún saibhir píobaireachta agus drumadóireachta Oirthear Dhún na nGall. D'fhreastail aon bhanna píobaireachta dhéag ó Chontaetha Dhún na nGall, Thír Eoghain agus Mhuineacháin ar an imeacht, chomh maith le píobairí agus drumadóirí aonair ó roinnt bannaí ar fud Thuaisceart Éireann.

SA4 - ENGAGE

Joint Projects

The safeguarding team were involved heavily in the Department of Communities Arts and Culture aForum which has commissioned advisory services for the sector in conjunction with Foras Na Gaeilge. The corporate teams also worked together on the annual Section 75 duties and reports.

Showcasing USA

Following an opportunity offered by the Northern Ireland Bureau the Agency installed an exhibition in the Irish Cultural Museum in the historic French Quarter in New Orleans. The exhibition was launched on Saturday 20th October 2018 at a reception hosted by the NI Bureau. The Agency developed content that was locally relevant (New Orleans and Louisiana) and featured the contribution and legacy of Ulster-Scots to the city, state and country. In advance of the launch of the exhibition it was visited by Ambassador Dan Mulhall, the Irish Honorary Consul in New Orleans Judge James F. McKay and Richard Cushnie of the NI Bureau. The exhibition is permanently installed in the museum.

The Agency worked with Tourism NI, Tourism Ireland and the Irish Consulate at the Stone Mountain Highland Games in Atlanta. We were represented by the Linenhall Library CEO and also supported the participation of local author Billy Kennedy. The CEO of the Linenhall Library addressed several tourism focused events and worked at the two-day Highland games event. The Linenhall Library CEO also addressed a gathering at the Irish Consulate in Atlanta and met with Emory College and Georgia State University to promote the Ulster-Scots collections at the Linenhall Library. Billy Kennedy undertook a number of speaking engagements in both Tennessee and Georgia.

School twinnings

School twinnings are designed to meet many curricular requirements – geography, history, IT and the world around us. It allows pupils in disadvantaged areas to see places they would never otherwise see and teaches children about research and communication. School twinnings, the north/south and east/west twinnings went ahead and proved very successful. This year we involved a post primary school (Lisneal College) for the first time and we also had a very significant historical twinning between Derryboye PS and Dunlop PS in Ayrshire, the latter being the home of the Hamilton dynasty that founded the 1606 plantation in Down. The north/south twinnings taught children about their own social history and the social history of other areas. The feedback from all participating schools was very positive.

Corporate

Corporate plan & business plan 2018

An annual review of activity against the 2017-2019 corporate plan took place in January 2018, it showed that the Agency was on target to meet the vast majority of the aims and objectives as laid out in the plan.

The Agency achieves its monitoring and evaluation of business plan targets with regular staff meetings and monthly budget updates. During the year the Agency as mentioned above conducted nine Board meetings, four Audit and Risk Committee meetings as well as Grants and Grants Appeals Committees. Externally the Agency has attended 3 Monitoring meetings with Foras na Gaeilge and the Sponsoring Departments in year. Due to the lack of Stormont

RS4 – RANPHÁIRTÍOCHT

Comhthionscadail

Bhí páirt mhór ag an bhfoireann um chumhdach i bhFóram na Roinne Pobail, Ealaíon agus Cultúir um Chumhdach, a choimisiúnaigh seirbhísí comhairleacha don earnáil i gcomhar le Foras na Gaeilge. D'oibrigh na foirne corparáideacha le chéile chomh maith ar dhualgais agus tuairiscí bliantúla Alt 75.

Taispeántas SAM

Chuir Biúró Thuaisceart Éireann deis ar fáil agus shuiteáil an Ghníomhaireacht taispeántas sa Mhúsaem Cultúrtha Éireannach sa Cheathrú Fhancach stairiúil in New Orleans. Lainseáladh an taispeántas Dé Sathairn an 20 Deireadh Fómhair 2018 ag fáiltiú a d'óstáil Biúró TÉ. D'fhorbair an Ghníomhaireacht ábhar a raibh baint aige leis an réigiún (New Orleans agus Louisiana) agus is é a bhí ann ionchur agus oidhreacht na hUltaise sa chathair, sa stát agus sa tír. Roimh lainseáil an taispeántais thug an tAmbasadóir Dan Mulhall, Consal Onórach na hÉireann in New Orleans, an Breitheamh James F. McKay agus Richard Cushnie ó Bhiúró TÉ cuairt air. Tá an taispeántas suite go buan sa mhúsaem.

Bhí an Ghníomhaireacht ag obair le Turasóireacht Éireann agus Consalacht na hÉireann ag Cluichí Garbhchríoch Stone Mountain in Atlanta. Bhí POF Leabharlann Halla an Línéadaigh ag déanamh ionadaíochta dóibh agus thacaigh siad chomh maith le rannpháirtíocht an údair áitiúil Billy Kennedy. Thug POF Leabharlann Halla an Línéadaigh óráid ag roinnt imeachtaí dírithe ar an turasóireacht agus d'oibrigh sé ag an imeacht dhá lá a bhain le chuichí na nGarbhchríoch. Thug POF Leabharlann Halla an Línéadaigh óráid chomh maith ag cruinniú i gConsalacht na hÉireann in Atlanta agus bhuaíl sé le Coláiste Emory agus Ollscoil Stáit Georgia le bailiúcháin na hUltaise a chur chun cinn i Leabharlann Halla an Línéadaigh. Thug Billy Kennedy roinnt cainteanna in Tennessee agus Georgia araon.

Nascadh scoileanna

Tá nascadh scoileanna deartha le riar ar a lán riachtanas curaclaim – tíreolaíocht, stair, TF agus an saol thart orainn. Ligeann sé do dhaltaí i gceantair faoi mhíbhuntáiste áiteanna a fheiceáil nach bhfeicfeadh siad ina éagmais agus múineann sé do pháistí faoi thaighde agus cumarsáid. Chuaigh an nascadh thuaidh/theas agus thoir/thiar ar aghaidh agus bhí siad an-rathúil. I mbliana thugamar iar-bhunscoil isteach (Coláiste Lios Néill) den chéad uair agus bhí nascadh stairiúil iontach suntasach againn idir Bunscoil Dhoire Bú agus Bunscoil Dhùn Lob i Siorrachd Inbhir Air, an áit as ar tháinig Clann Hamilton a bhunaigh plandáil 1606 i gContae an Dúin. Theagasc an nascadh thuaidh/theas do pháistí faoina stair shóisialta féin agus faoi stair shóisialta ceantar eile. Bhí an t-aiseolas ó gach scoil rannpháirteach iontach dearfach.

Corparáideach

Plean corparáideach & plean gnó 2018

Rinneadh athbhreithniú bliantúil ar ghníomhaíocht de réir phlean corparáideach 2017-2019 i mí Eanáir 2018 agus léirigh sé go raibh an Ghníomhaireacht ar sprioc ó thaobh an chuid is mó de na haidhmeanna agus cuspóirí mar a leagtar amach sa phlean a bhaint amach.

Déanann an Ghníomhaireacht a monatóireacht agus measúnú ar spriocanna an phlean gnó le cruinnithe rialta foirne agus nuashonruithe míosúla buiséid. Le linn na bliana bhí 9 gcrúinniú Boird, 4 iniúchadh agus cruinniú Coiste Riosca ag an nGníomhaireacht, chomh maith le cruinnithe Coistí Deontas agus Achomhairc Deontais. Go seachtrach, d'fhreastail an Ghníomhaireacht ar thrí chruinniú monatóireachta le Foras na Gaeilge agus na Ranna

executive there have been no North/South Ministerial Council meetings in year. The Director of Corporate Services attends the Chief Executives' Pension Committee on behalf of the Chief Executive as well as various working groups with other members of the North/South Bodies. The staff officer accountant attends finance committees and the newly appointed human resources and office manager attends the HR Committee.

Systems

The Agency continued to monitor its IT systems. There were no significant outages during the year or any breaches of security in the system.

Internal audit

Internal audit is an important part of the overall corporate governance of the Agency. The internal audit function is carried out by an external contractor so as to operate an independent appraisal function. The Internal Audit tests systems, associated procedures and controls and reports upon their effectiveness which Management then review and adjust as necessary to ensure robust systems of control are in place.

Below is the table of ratings that is achievable.

<i>Satisfactory</i>	<i>Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives.</i>
<i>Limited</i>	<i>There are significant weaknesses within the governance, risk management and control framework which, if not addressed, could lead to the system objectives not being achieved.</i>
<i>Unsatisfactory</i>	<i>The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.</i>

During 2018 the Agency reviewed the following areas and ratings achieved:

Area audited 2018	Internal audit assurance rating
Credit card	Satisfactory
Fixed asset registers	Satisfactory
GDPR	Information Audit
Human resources	Satisfactory
IT security	Satisfactory
Payroll	Satisfactory
Safeguarding	Satisfactory
Travel and subsistence	Satisfactory
Hospitality	Satisfactory

Prompt payments

Monthly reviews were conducted to measure how promptly the Agency paid suppliers and grant payments. During 2018 the Agency ensured that 100% of supplier payments were issued within thirty days, in addition to this, 100% of grant payments were issued within fifteen days during 2018.

Coimircíochta i rith na bliana. Toisc nach bhfuil feidhmeannais in Stormont ní raibh aon chruinniú den Chomhairle Aireachta Thuaidh/Theas i mbliana. Freastalaíonn an Stiúrthóir Seirbhísí Corparáideacha ar Choiste Pinsin na bPríomhfheidhmeannach thar ceann an Phríomhfheidhmeannaigh chomh maith le grúpaí oibre éagsúla le baill eile de na Comhlachtaí Thuaidh/Theas. Freastalaíonn an Cuntasóir Oifigeach Foirne ar choistí airgeadais agus freastalaíonn an Bainisteoir Acmhainní Daonna agus Oifige ar an gCoiste AD.

Córais

Lean an Ghníomhaireacht ar aghaidh ag déanamh monatóireachta ar a córais TF. Ní raibh aon éaradh seirbhíse suntasach ann le linn na bliana nó aon sárú slándála sa chóras.

Iníúchadh inmheánach

Is cuid thábhachtach de rialachas corparáideach iomlán na Gníomhaireachta é an t-iníúchadh inmheánach. Déanann conraitheoir seachtrach an t-iníúchadh inmheánach le breithmheas neamhspleách a chur i bhfeidhm. Déanann an t-iníúchadh inmheánach tástáil ar chórais, ar nósanna imeachta agus rialaithe bainteacha, agus tuairiscíonn sé ar a n-éifeachtúlacht, a ndéanann lucht bainistíochta athbhreithniú agus coigeartú orthu de réir mar is gá lena chinntiú go bhfuil córais láidre rialacháin i bhfeidhm.

Seo thíos tábla de na rátálacha atá inbhainte amach.

Sásúil	<i>Ar an iomlán tá córas sásúil rialachais, bainistíochta riosca agus rialaithe ann. Cé gq dj fécfle fj riosca iarmharach éigin a bheith aitheanta, níor chóir go gcuirfeadh igq'lsteach go suntasach ar chur i gcrích chuspóirí an chórais.</i>
Teoranta	<i>Tá laigi suntasacha sa ej tgc v'rialachais, bainistij griosca agus rialaithe, agus mura dtabharfar fúthu d'fhéadfadh sé go mbeadh dg thoradh air nach mbainfear cuspóirí amach.</i>
Neamhshásúil	<i>Tá teipthe ar an i etgc rialaithe, bainistithe riosca agus rialaithe nó tá riosca'lfjt nó substaintiúil cpp'go dteipfidh ar an i córas a chuspóirí a bhaint amach.</i>

Le linn 2018 d'athbhreithnigh an Ghníomhaireacht na réimsí seo a leanas agus seo na rátálacha a baineadh amach:

Réimse a iniúchadh in 2018	Grád ráthaiochta iniúchta inmheánaigh:
Cárta creidmheasa	Sásúil
Bainistíocht sócmhainní seasta	Sásúil
RGCS	Iníúchadh faisnéise
Acmhainní daonna	Sásúil
Slándáil TF	Sásúil
Párolla	Sásúil
Cumhdach	Sásúil
Taisteal agus cothabháil	Sásúil
Aíocht	Sásúil

Prasíocaíochtaí

Rinneadh athbhreithnithe míosúla lena thomhas cé chomh pras agus a d'íoc an Ghníomhaireacht a soláthraithe agus íocaíochtaí deontais. Le linn 2018 chinntigh an Ghníomhaireacht gur eisíodh 100% d'íocaíochtaí do sholáthraithe taobh istigh de thríocha lá, chomh maith leis seo eisíodh 100% d'íocaíochtaí deontais taobh istigh de chúig lá dhéag le linn 2018.

Section 75 duties

During the year the Agency reviewed thirty five of their policies for Section 75 purposes. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations. It provides an opportunity to improve decision-making and support evidence based policy making. All policies screened were screened out (meaning the policies did not give any due concern in relation to Section 75 and did not require an equality impact assessment carried out). The screening documents were uploaded to the Agency website showing the results of the screening processes.

Freedom of information

The Agency received six freedom of information requests in year which were promptly dealt with, within policy guidelines.

Investors in People accreditation

The Agency gained accreditation under the recognised sixth generation of the quality standard Investors in People (level1) during 2016 and the Agency has reviewed its processes and procedures with re- accreditation to take place late 2018/early 2019.

Human resources

The Agency's HR function in 2018 maintained its focus on effective administration to ensure relevant details were being recorded appropriately, this included continuous monitoring of absences.

The HR function continued to monitor, review and amend a number of policies throughout the year.

The Agency completed various training courses during 2018. Training was identified by legislative needs, professional development needs of individual Agency staff and audit recommendations following internal audit of the HR function.

One of the Agency's main priorities for 2018 and beyond is to create a staff development plan to incorporate an Ulster-Scots focus ranging from language and culture.

The Agency's next IIP (Investors in People) assessment is due in January 2019. The Agency during 2018 continued to work towards its strategic aims and objectives whilst taking into account and include the relevant IIP framework to retain or improves its current accreditation. In December 2018 Agency employees were asked to complete an IIP survey. Analysis of the information collated through planning discussions, online assessment, interviews, general observations and documentation review has confirmed that the Agency is an Investors in People organisation and accreditation has been achieved.

With our strategic aims and objectives set the Agency looks forward to the continued journey of change and service through its HR function in 2019. While many of the foundations have already been formed, the Agency is now committed to evolving the HR function within the Agency as well as improving upon our data and reporting as well as meeting our operational demands.

As 2019 is the year of indigenous languages it is a great opportunity for the Agency to focus on one of its main priorities of the staff development plan.

Dualgais Alt 75

Le linn na bliana d'athbhreithnigh an Gníomhaireacht cúig pholasaí agus tríocha dá gcuid maidir le hAlt 75. Is é an cuspóir atá ag an scagadh seo na polasaithe a aithint ar dócha go mbeadh tionchar acu ar chomhionannas deise agus/nó an dea-chaidreamh. Tugann sé deis an chinnteoireacht a fheabhsú agus tacaíonn sé le ceapadh polasaithe bunaithe ar fhianaise. Scagadh amach gach polasaí a scagadh (is é sin le rá níor ghin na polasaithe aon ábhar imní cuí maidir le halt 75 agus níorbh éigean measúnú tionchair combhionannais a dhéanamh). Uaslódáladh na doiciméid scagtha go dtí suíomh gréasáin na Gníomhaireachta, ag taispeáint thorthaí an phróisis scagtha.

Saoráil faisnéise

Fuair an Gníomhaireacht sé iarratas ar shaoráil faisnéise i rithe na bliana agus pléadh go pras leo, taobh istigh de threoirínite polasaí.

Creidiúnú Infheisteoirí i nDaoine

Fuair an Gníomhaireacht creidiúnú faoin séú glúin aitheanta den chaidéán cáilíochta Infheisteoirí i nDaoine (leibhéal 1) le linn 2016 agus thosaigh an Gníomhaireacht ar athbhreithniú ar a cuid próiseas agus nósanna imeachta ag amharc chun cinn go dtí an chéad bhabhta eile creidiúnaithe i ndeireadh 2018/tús 2019.

Acmhainní daonna

Choinnigh feidhm AD na Gníomhaireachta in 2018 a fócas ar riarachán éifeachtach lena chinntiú go raibh sonraí bainteacha á dtaifeadadh go cuí. San áireamh bhí córais mhonatóireachta a chur i bhfeidhm.

Lean an fheidhm AD ar aghaidh ag déanamh monatóireachta, ag athbhreithniú agus ag leasú polasaithe i rith na bliana.

Chuir an Gníomhaireacht cúrsaí éagsúla oiliúna i gcrích le linn 2018. Sain-aithníodh oiliúint de réir riachtanais reachtaíochta, riachtanais forbartha gairmiúla ag baill aonair na Gníomhaireachta agus moltaí iniúchta i ndiaidh iniúchadh inmheánach na feidhme AD.

Ceann de phríomhthosaíochtaí na Gníomhaireachta do 2018 agus ina dhiaidh sin is ea plean forbartha foirne a chruthú le fócas Ultaise a chur san áireamh, ag clúdach teanga agus cultúir.

Tá an chéad mheasúnú IID (Infheisteoirí i nDaoine) eile a bheidh ag an Gníomhaireacht le bheith ann i mí Eanáir 2019. Lean an Gníomhaireacht ar aghaidh le linn 2018 ag obair i dtreo a haidhmeanna straitéiseacha agus, ag an am céanna, ag cur san áireamh an creat IID bainteach lena creidiúnú reatha a choinneáil nó a fheabhsú. I mí na Nollag 2018 iarradh ar fhostaithe na Gníomhaireachta suirbhé IID a chomhlánú. Tá anailís ar an bhfaisnéis a tiomsaíodh trí phlé pleanála, measúnuithe ar líne, agallaimh, breathnú ginearálta agus athbhreithniú ar dhoiciméid i ndiaidh a dhearbhu gur eagraíocht Infheisteoirí i nDaoine í an Gníomhaireacht agus tá creidiúnú faighte.

Lenár n-aidhmeanna agus cuspóirí straitéiseacha socraithe amharcann an Gníomhaireacht chun cinn ag súil le haistear leanúnach athraithe agus seirbhíse trína feidhm AD in 2019. Cé go bhfuil cuid mhór den dúshraith leagtha cheana féin, tá an Gníomhaireacht anois tiomanta don fheidhm AD a fhorbairt taobh istigh den Gníomhaireacht chomh maith lenár sonraí agus tuairiscí a fheabhsú chomh maith le riar ar ár n-éilimh oibriúcháin.

As siocair gurb é 2019 bliain na dteangacha dúchasacha, is deis ar dóigh é don Gníomhaireacht díriú ar cheann dá príomhthosaíochtaí sa phlean forbartha foirne.

Staffing

The Agency had a significant number of staff changes throughout 2018.

The Agency saw the newly appointed Director of Education and Language settle into the senior management team which continues to run without a third Director.

The Agency continues to support employees and regularly promotes the Agency's employee assisted programmes such as Inspire Workplaces and Occupational Health Services and supports reasonable adjustments when required. All employees are encouraged and reminded of a healthy work/life balance.

Training

The Agency completed various training courses during 2018. Training was identified by legislative needs, professional development needs of individual Agency staff and audit recommendations following internal audit of HR function.

One of the Agency's main priorities for 2018 and beyond is to create a staff development plan to incorporate an Ulster-Scots focus ranging from language and culture.

Pension management

The Agency is required to offer a pension scheme to all employees, to automatically enroll qualifying staff and to contribute to the scheme. This is known as automatic enrolment and the Agency has fully complied with its duties in the current year. Every three years the Agency is required to re-enrol staff, this is due in 2019.

Corporate responsibility

In 2018 the Agency continued to action its corporate social responsibility charter which focused on the key impact areas of employees, community and environment and documents its commitment to operate in a responsible, sustainable and value-for-money manner as best serves all stakeholders. The Agency when possible availed of government frameworks in which suppliers have been tendered, audited and checked against various criteria such as financial stability and environmental compliance.

Environmental responsibility

During the year the Agency focused on increasing recycling and now has a designated recycling area in the office, which has resulted in a lot of recyclable waste such as cardboard, plastics and paper being diverted from landfill. It also continues to donate used ink cartridges to benefit a local animal charity. The Agency has automatic lighting and seeks to minimise all other outputs. We are currently looking into ways that we can best make use of waste paper that does not need to be disposed of confidentially.

Employees

Agency employees continue to avail of additional benefits in the form of the Agency's membership of the childcare voucher scheme, the NICS Sports Association and also independent and confidential support through Inspire Workplaces for Mental Wellbeing. Agency employees are actively encouraged to continue their professional development incorporated in the staff development and training policy.

Soláthar foirne

Bhí líon suntasach athruithe foirne sa Gníomhaireacht i rith 2018.

Shocraigh Stiúrthóir Oideachais agus Teanga nua na Gníomhaireachta isteach san fhoireann shinsearach bainistíochta atá ag leanúint ar aghaidh ag réachtáil gan an tríú Stiúrthóir.

Tá an Gníomhaireacht ag tacú go leanúnach le fostaithe agus cuireann sí chun cinn go rialta cláir chuidithe fostaithe na Gníomhaireachta lena n-áirítear Inspire Workplaces agus Seirbhísí Sláinte Ceirde, agus tacaíonn sí le leasuithe réasúnta nuair is gá. Cuirtear tábhacht na cothromaíochta obair / saoil ar a súile agus i gcumhne do gach fostaí.

Oiliúint

Chuir an Gníomhaireacht cúrsaí éagsúla oiliúna i gcrích le linn 2018. Sain-aithníodh oiliúint de réir riachtanais reachtaíochta, riachtanais forbartha gairmiúla ag baill aonair na Gníomhaireachta agus moltaí iniúchta i ndiaidh iniúchadh inmheánach na feidhme AD.

Ceann de phríomhthosaíochtaí na Gníomhaireachta do 2018 agus ina dhiaidh sin is ea plean forbartha foirne a chruthú le fócas Ultaise a chur san áireamh, ag clúdach teanga agus cultúir.

Bainistíocht Pinsin

Tá de cheangal ar an nGníomhaireacht scéim pinsin a thairiscint do gach fostaí, baill foirne incháilithe a chlárú agus ranníocaíochtaí a dhéanamh leis an scéim. Tugtar clárú uathoibríoch air seo agus chloígh an Gníomhaireacht go hiomlán lena dualgais sa bhliain reatha. Gach 3 bliana caithfidh an Gníomhaireacht baill foirne a athchlárú. Tá seo le déanamh in 2019.

Freagracht chorparáideach

In 2018 chuir an Gníomhaireacht i gcrích a cairt chorparáideach freagrachta sóisialta a dhírigh ar na príomhréimsí tionchair, is é sin fostaithe, pobal agus timpeallacht, agus a dhéanann doiciméadú ar a tiomantas a bheith ag feidhmiú ar bhealach freagrach, inbhuanaithe agus ar luach ar airgead mar is fearr a fhreastalaíonn ar gach páirtí leasmhar. Nuair a bhí sé indéanta bhain an Gníomhaireacht tairbhe as creataí rialtais ina lorgaítear tairiscintí ó sholáthraithe agus ina ndéantar iniúchadh agus seiceáil orthu de réir critéir éagsúla, lena n-áirítear cobhsaíocht airgeadais agus comhlíonadh comhshaoil.

Freagracht chomhshaoil

Le linn na bliana dhírigh an Gníomhaireacht ar athchúrsáil a mhéadú agus anois tá limistéar ainmnithe athchúrsála san oifig, rud a bhfuil de thoradh air a lán dramhaíola in-athchúrsáilte mar chairtchlár, plaisteach agus páipéar a atreorú ó líonadh talún. Leanann sí ar aghaidh ag deonú cartúis dúigh chun sochair do charthanas ainmhithe áitiúil. Tá soilsíú uathoibríoch ag an nGníomhaireacht agus féachann sí le gach aschur eile a íoslaghdú. Táimid ag breathnú faoi láthair ar dhóigheanna ar féidir linn an úsáid is fearr is féidir a bhaint as páipéar dramhaíola nach gá a dhiúscairt faoi rún.

Fostaithe

Tá fostaithe na Gníomhaireachta ag baint tairbhe go fóill as buntáistí breise, mar atá ballraíocht na Gníomhaireachta sa scéim dearbhán cúraim leanaí, Cumann Spóirt Státseirbhís Thuaisceart Éireann agus fosta tacaíocht neamhspleách agus faoi rún trí Inspire Workplaces for Mental Wellbeing. Spreagtar fostaithe na Gníomhaireachta go gníomhach le leanúint ar aghaidh lena bhforbairt ghairmiúil mar chuid den pholasaí forbartha foirne agus oiliúna.

Employees took part in a fundraising event over the past year and held a coffee morning to raise funds for Macmillan Cancer Support which raised £150.

Ghlac fostaithe páirt in imeacht tiomsaithe airgid le linn na bliana seo caite, agus bhí maidin chaife acu le hairgead a bhailiú do Macmillan Cancer Support agus thóg siad £150.



**Financial Statements of
The North/South Language Body 2018**

Ráitis Airgeadais an Fhorais Teanga 2018

Accoonts o Tha Boord o Leid 2018



**Financial Statements of
The Language Body 2018**

Ráitis Airgeadais
An Foras Teanga 2018

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FOREWORD TO THE CONSOLIDATED STATEMENT OF ACCOUNT

The Language Body (An Foras Teanga/Tha Boord o Leid) is a North/South Implementation Body sponsored by the Department of Culture, Heritage and the Gaeltacht and the Department for Communities. It was established under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999. It reports to the North South Ministerial Council.

The Language Body comprises two agencies:

- Foras na Gaeilge
- The Ulster-Scots Agency

BASIS OF ACCOUNTING

The Consolidated Statement of Account of the Language Body discloses for the year of account the:

- funding received from the Department of Culture, Heritage and the Gaeltacht and the Department for Communities and
- funding applied to Foras na Gaeilge and the Ulster-Scots Agency.

Separate accounts for Foras na Gaeilge and the Ulster-Scots Agency are set out at page 8 and 32.

The accounts direction given by the Department of Culture, Heritage and the Gaeltacht and the Department for Communities is set out at page 56.

RÉAMHRÁ LEIS AN RÁITEAS COMHDHLÚITE CUNTAIS

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga atá urraithe ag an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG) agus an Roinn Pobal (RP). Bunaíodh é ar an 2 Nollaig 1999 faoi Chomhaontú Aoine an Chéasta agus tá an tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn leis. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Dhá ghníomhaireacht atá san Fhoras Teanga:

- Foras na Gaeilge
- Gníomhaireacht na hUltaise

BONN NA CUNTASAÍOCHTA

Nochtaíonn an Ráiteas Comhdhlúite ar Chuntas an Fhoras Teanga don bhliain na nithe seo a leanas:

- Maoiniú ón Roinn Cultúr, Oidhreachta agus Gaeltachta agus ón Roinn Pobal agus
- Maoiniú tugtha d’Fhoras na Gaeilge agus do Ghníomhaireacht na hUltaise.

Leagtar amach cuntais éagsúla d’Fhoras na Gaeilge agus do Ghníomhaireacht na hUltaise ar leathanach 8 agus leathanach 32.

Leagtar amach treoir ón Roinn Cultúir, Oidhreachta agus Gaeltachta agus ón Roinn Pobal ar leathanach 56.

Statement of Responsibilities

The Department of Culture, Heritage and the Gaeltacht and the Department for Communities have directed the Language Body to prepare a statement of accounts for each financial year in the form and on the basis set out in the accounts direction at Appendix 3 to these accounts.

The Accounts which comprise a Consolidated Statement of Account of the Body together with the separate accounts of Foras na Gaeilge and the Ulster-Scots Agency each comprising an Income and Expenditure Account, Balance Sheet, Cash Flow Statement and related notes and appendices are prepared on an accruals basis and must give a true and fair view of the state of affairs and of the income and expenditure, total recognised gains and losses and cash flows for the year.

In preparing the accounts the Body is required to:

- observe the accounts direction issued by the Department of Culture, Heritage and the Gaeltacht and the Department for Communities, including the relevant accounting and disclosure requirements and apply accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis, unless it is inappropriate to presume that the Body will continue in operation.

The Language Body requires each agency to keep proper books of accounts and financial records and to prepare a statement of accounts in respect of each year. The accounting responsibilities of each agency are set out in the separate accounts.

The responsibilities of each Chief Executive are set out in the respective Statements of Responsibilities of each agency.

Seán Ó Coinn

18/12/2019

Chief Executive - Foras na Gaeilge Date

Ian Crozier

18/12/2019

Chief Executive - Ulster-Scots Agency Date

Ráiteas i leith Freagrachtaí

Tá an Roinn Cultúir, Oidhreachta agus Gaeltachta agus an Roinn Pobal tar éis treoir a thabhairt don Foras Teanga ráiteas cuntas a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais seo.

Ullmhaítear na Cuntais, lena n-áirítear Ráiteas Comhdhlúite ar Chuntais an Fhorais Teanga, mar aon le cuntais ar leith Fhoras na Gaeilge agus Gníomhaireacht na hUltaise agus an Cuntas Ioncaim agus Caiteachais, Cláir Chomhardaithe, Ráiteas Sreabhadh Airgid, nótaí agus aguisíní a ghabhann le gach ceann acu, réitítear iad ar bhonn fabhrúithe agus ní mór dóibh léiriú fírinneach agus cothrom a thabhairt ar staid chúrsaí an Fhorais mar atá, ar ioncam agus caiteachas, ar ghnóthachain agus caillteanais aitheanta iomlána, agus ar an sreabhadh airgid don bhliain.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Cultúir, Oidhreachta agus Gaeltachta agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasáiocht agus faisnéisiú agus beartais chuntasáiochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasáiochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh an Foras de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar an dá aonad cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana. Leagtar amach freagrachtaí cuntasacha an dá aonad sna cuntais éagsúla.

Leagtar amach na freagrachtaí atá ar an mbeirt Phríomhfheidhmeannach sna Ráitis i leith Freagrachtaí atá ag an dá aonad faoi seach.

Seán Ó Coinn

18/12/2019

Ian Crozier

18/12/2019

Príomhfheidhmeannach – Foras na Gaeilge Dáta

Príomhfheidhmeannach – Gníomhaireacht na hUltaise Dáta

THE LANGUAGE BODY

THE CERTIFICATE OF THE COMPTROLLERS AND AUDITORS GENERAL TO THE NORTHERN IRELAND ASSEMBLY AND THE HOUSES OF THE OIREACHTAS

Opinion on the accounts

We certify that we have audited the accounts of The Language Body (the Body) for the year ended 31 December 2018 pursuant to the provisions of the North/South Co-operation (implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 which require us to audit and certify, in co-operation, the accounts presented to us by the Body. The accounts comprise:

- the consolidated statement of the Language Body
- the accounts of Foras na Gaeilge comprising the statement of income and expenditure, the statement of comprehensive income, the statement of financial position, the statement of cash flows and related notes,
- the accounts of the Ulster Scots Agency comprising the income statement, the statement of comprehensive income, the statement of financial position, the statement of cash flows, the statement of changes in equity and related notes, and
- Appendix 3.

These accounts have been prepared under the accounting policies set out within them.

In our opinion, the accounts:

- give a true and fair view of the state of the Body's affairs as at 31 December 2018 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) and the accounts direction in appendix 3 to the accounts.

Opinion on regularity

In our opinion, the expenditure and income recorded in the accounts have in all material respects been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and the financial transactions reported in the accounts conform to the authorities which govern them.

Basis of opinions

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of this certificate. We are independent of the Body in accordance with the ethical requirements of the Financial Reporting Council's Revised Ethical Standard 2016 and of the Code of Ethics issued by the International Organisation of Supreme Audit Institutions and have fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information other than the accounts

The Body has presented certain other information together with the accounts. This comprises the annual report, the forewords to the accounts, the statements on the system of internal control and the remuneration reports. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained during the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we report by exception

We have nothing to report in respect of the following matters which we report if, in our opinion:

- we have not received all the information and explanations we required for our audit, or
- the accounting records were not sufficient to permit the accounts to be readily and properly audited, or
- the accounts are not in agreement with the accounting records, or
- the statements on the system of internal control/governance statement does not reflect compliance with the applicable guidance on corporate governance.

AN FORAS TEANGA

DEIMHNIÚ NA NARD-REACHTAIRÍ CUNTAS AGUS CISTE DO THIONÓL THUAISCEART ÉIREANN AGUS DO THITHE AN OIREACHTAIS

Tuairim ar na cuntais

Dearbhaimid go bhfuil iniúchadh déanta againn ar chuntais an Fhorais Teanga (an Foras) don bhliain dar chríoch 31 Nollaig 2018 de bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe)/ (Tuaisceart Éireann) agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 a éilíonn orainn, i gcomhar le chéile, iniúchadh a dhéanamh agus dearbhú a thabhairt ar na cuntais a chuir an Foras inár láthair. Cuimsíonn na cuntais:

- ráiteas comhdhlúite cuntais an Fhorais Teanga
- cuntais Fhoras na Gaeilge, ina gcuimsítear ráiteas ioncaim agus caiteachais, ráiteas ar ioncam cuimsitheach, clár comhardaithe, ráiteas maidir le sreabhadh airgid, agus nótaí ábhartha
- cuntais Ghníomhaireacht na hUltaise, ina gcuimsítear ráiteas ioncaim, ráiteas ar ioncam cuimsitheach, clár comhardaithe, ráiteas maidir le sreabhadh airgid, ráiteas ar athruithe i gcothromas agus nótaí ábhartha, agus
- Aguisín 3

Ullmhaíodh na cuntais seo i gcomhréir leis na polasaithe cuntasáíochta a leagtar amach iontu.

Dar linn:

- tugann na cuntais dearcadh fírinneach agus cothrom ar staid chúrsaí an Fhorais amhail an 31 Nollaig 2018 agus ar a chuid ioncaim agus caiteachais don bhliain dar chríoch chéanna; agus
- ullmhaíodh na cuntais i gceart de réir na gCaighdeán Tuarascála Airgeadais atá i bhfeidhm sa Ríocht Aontaithe agus i bPoblacht na hÉireann (FRS 102) agus de réir na treorach do chuntais in aguisín 3.

Tuairim ar rialtacht

Dar linn, i ngach slí ábhartha, cuireadh an caiteachas agus an t-ioncam i bhfeidhm ar son na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus tá na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

An Bunús lenár dtuairimí

Rinneamar ár n-iniúchadh de réir na gCaighdeán Idirnáisiúnta Iniúchóireachta (CII). Tabharfar tuilleadh sonraí faoinár bhfreagrachtaí faoi na caighdeáin seo sa chuid den teastas seo dar teideal Freagrachtaí na nIniúcháirí i leith an iniúchta ar na cuntais. Táimid neamhspleách ar an bhForas, de réir riachtanais eitice de chuid Chaighdeán Athbhreithnithe Eitice 2016 na Comhairle um Thuairisciú Airgeadais, agus leis an gCód Eitice, arna eisiúint ag an Eagraíocht Idirnáisiúnta Uasfhoras Iniúchóireachta; agus tá ár gcuid dualgas eitice á gcomhlíonadh againn de réir na riachtanas sin.

Creidimid go bhfuil an fhaisnéis iniúchta a fuairamar dóthanach agus cuí le bunús a thabhairt dár dtuairim.

Faisnéis nach cuid de na cuntais í

Chuir an Foras faisnéis áirithe sa bhreis inár láthair chomh maith leis na cuntais. Cuimsíonn an fhaisnéis sin an tuarascáil bhliantúil, na réamhráite leis na cuntais, na ráitis maidir le córas an rialúcháin inmheánaigh agus na tuarascálacha ar luach saothair. Ní chuimsíonn ár dtuairim ar na cuntais an t-eolas sa bhreis agus ní chuirimid aon chonclúid bharántais in iúl ina leith.

Mar chuid dár n-iniúchadh ar na cuntais, tá sé mar fhreagracht orainn an fhaisnéis sa bhreis a léamh agus, mar chuid den léitheoireacht, caithfimid a mheas an réitíonn an fhaisnéis sa bhreis leis na cuntais nó leis an bhfaisnéis atá againn féin ón bpróiseas iniúchóireachta, nó cé acu a réitíonn an fhaisnéis leis na cuntais ar bealach ábhartha eile nó nach réitíonn Má chreidimid go bhfuil mínochtadh suntasach faisnéise ann, agus an tuairim sin bunaithe ar an obair atá déanta againn; tá orainn an fhírigh sin a fhógairt.

Níl dada le fógairt againn ina leith seo.

Ábhar ar a ndéanaimid tuairisc eisceachtúil

Níl dada le fógairt againn i leith na nithe seo a leanas a bhíonn le fógairt againn má chreidimid, inár dtuairim:

- nach bhfuairamar an t-eolas agus na míniúcháin a bhí ag teastáil le linn an iniúchta, nó
- nár leor na taifeadtaí ar na cuntais le go bhféadfaí iniúchadh ceart gan mhoill a dhéanamh orthu, nó
- nár réitigh na cuntais leis na taifid ar na cuntais, nó
- go léiríonn na ráitis ar an gcóras rialaithe inmheánach/ráiteas rialachais nach bhfuiltear ag leanúint na treorach cuí maidir leis an rialú corparáideach.

Responsibilities of the Body and the Accounting Officers for the accounts

As explained more fully in the Statement of Responsibilities, the Body is responsible for the preparation of the accounts on the basis of the accounts direction included in Appendix 3 to the accounts and for being satisfied that they give a true and fair view. The Chief Executives, as Accounting Officers, are responsible for the propriety and regularity in relation to the use of public funds.

Responsibilities of the Auditors

Our responsibility is to audit the accounts in accordance with the provisions of the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999 and to report thereon to the Northern Ireland Assembly and the Houses of the Oireachtas.

Our objective in carrying out the audit is to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether caused by fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatement can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

As part of an audit in accordance with the ISAs, we exercise professional judgement and maintain professional scepticism throughout the audit. In doing so:

- We identify and assess the risks of material misstatement of the accounts whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.
- We conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Body's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the Body to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the accounts, including the disclosures, and whether the accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

In addition, we are required to obtain evidence sufficient to give reasonable assurance that expenditure and income recorded in the financial accounts have been applied to the purposes intended by the Northern Ireland Assembly and the Houses of the Oireachtas and that the financial transactions recorded in the accounts conform to the authorities which govern them.

*Seamus McCarthy
Seamus McCarthy
Irish Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1
Ireland
D01 PFT2*

19 December 2019

*Kieran Donnelly
Kieran Donnelly
Comptroller and Auditor General for
Northern Ireland
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU*

23 December 2019

Freagrachtaí an Fhorais agus na nOifigeach Cuntasach i leith na gcuntas

Mar a mhínítear níos iomláine sa Ráiteas i leith Freagrachtaí, tá an Foras freagrach as na cuntais a ullmhú ar an mbonn atá leagtha amach sa treoir do chuntais in Aguisín 3 a ghabhann leis na cuntais; agus as bheith sásta go dtugann na cuntais dearcadh fírinneach agus cothrom ar an bhForas. Tá na Príomhfheidhmeannaigh, mar Oifigigh Chuntasacha, freagrach as cuibheas agus an rialú i leith airgead poiblí a chaitheamh.

Freagrachtaí na nIniúcháirí

Tá sé d'fhreagracht orainn iniúchadh a dhéanamh ar na cuntais de bhun fhorálacha an Ordaithe um Chomhoibriú Thuaidh / Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine-na hÉireann 1999 agus tuairisc a dhéanamh ar an iniúchadh sin do Thionól Thuaisceart Éireann agus do Thithe an Oireachtais.

Is é ár gcuspóir le linn an iniúchta ná dearbhú réasúnta a fháil go bhfuil na cuntais ina n-iomláine saor ó mhínochtadh suntasach faisnéise, bíodh calaois nó botún ina chúis leis. Is dearbhú ardleibhéil é an dearbhú réasúnta, ach ní barántas é go dtabharfaidh iniúchadh de réir na gCII mínochtadh faisnéise faoi deara i gcónaí; más ann dó. D'fhéadfadh mínochtadh teacht aníos de bharr calaoise nó botúin agus áirítear é mar mhínochtadh suntasach más féidir a bheith ag súil leis, go réasúnta, go n-imreodh sé, as féin nó ar bhonn comhiomlán, tionchar ar bhearta eacnamaíochta a dhéanfaí amach anseo bunaithe ar na cuntais seo.

Mar chuid d'iniúchadh de réir na gCII, tá orainn bheith proifisiúnta inár mbreithiúnas, agus amhras proifisiúnta a choinneáil le linn an iniúchta. Mar chuid de seo:

- Aithnímid agus déanaimid breithiúnas ar na rioscaí a bhaineann le mínochtadh suntasach ar na cuntais, bíodh calaois nó botún ina chúis leis; cuirimid próisis iniúchta le chéile agus i bhfeidhm i dtaca le na rioscaí sin; agus faighimid faisnéis iniúchta atá dóthanach agus ábhartha le bunús a thabhairt dár dtuairim. Is mó an riosca mura dtugtar mínochtadh suntasach faisnéise de bharr calaoise faoi deara i gcomparáid le mínochtadh de bharr botúin, toisc go bhféadfadh go mbeadh claonpháirteachas, brionnú, easnamh d'aon ghnó, bréagléirithe, nó sárú an chórais rialaithe inmheánaigh bainteach leis an gcalaois.
- Faighimid tuiscint ar an rialú inmheánach atá ábhartha don iniúchadh le gur féidir linn próisis iniúchta a chur le chéile atá oiriúnach do chuinsí an Fhorais, ach ní ar maithe le héifeacht an rialaithe inmheánaigh a mheas.
- Measaimid feiliúnacht na bpolasaithe cuntasáíochta atá in úsáid, agus réasúntacht na meastachán cuntasáíochta mar aon leis an nochtadh a bhunaítear orthu sin.
- Tugaimid breithiúnas ar a oiriúnaí is atá sé na cuntais a ullmhú ar bhonn gnóthas leantach, agus, bunaithe ar an bhfaisnéis iniúchta a fhaightear, tugaimid breithiúnas ar cé acu atá nó nach bhfuil éiginnteacht ann i dtaca le heachtraí agus cúinsí a d'fhéadfadh amhras a chaitheamh ar chumas an Fhorais leanúint air mar ghnóthas leantach. Má chreidimid go bhfuil éiginnteacht shuntasach ann, ceanglaítear orainn aird a tharraingt ar an nochtadh cuí sna cuntais inár dtuairisc nó, murar leor an nochtadh, ár dtuairim a athrú. Tá ár mbreithiúnas bunaithe ar fhaisnéis an iniúchta atá faighte go dtí dáta ár dtuairisce. D'fhéadfadh eachtraí nó cúinsí sa todhchaí stop a chur leis an bhForas leanúint air mar ghnóthas leantach, áfach.
- Déanaimid cur i láthair iomlán, struchtúr agus ábhar na gcuntas, nochtadh san áireamh, ina mheasc, agus measaimid an dtugann na cuntais léargas ar chroí-idirbhearta agus eachtraí ar bhealach atá cóir agus cothrom.

Cuirimid in iúl dóibh siúd a bhfuil údarás acu maidir le, i measc ábhar eile, raon agus amscála beartaithe an iniúchta agus torthaí suntasacha an iniúchta, teipeanna suntasacha sa chóras rialaithe inmheánaigh a thugamar faoi deara le linn ár n-iniúchta san áireamh.

Chomh maith leis sin, éilítear orainn fianaise a fháil atá imleor le hurrús réasúnta a thabhairt go bhfuil an caiteachas agus an t-ioncam a thuairiscítear sna cuntais curtha i bhfeidhm de réir na gcuspóirí beartaithe ag Tionól Thuaisceart Éireann agus ag Tithe an Oireachtais agus go bhfuil na hidirbhearta airgeadais de réir na n-údarás a rialaíonn iad.

Seamus McCarthy
Ardreachtair Cuntas agus Ciste na hÉireann
3A Sráid an Mhéara Uachtarach
Baile Átha Cliath 1
Éire
D01 PFT2

19 Nollaig 2019

Kieran Donnelly
Ardreachtair Cuntas agus Ciste Thuaisceart
Éireann
Oifig Ardreachtair Thuaisceart Éireann
106 Sráid na hOllscoile
Béal Feirste
BT7 1EU

23 Nollaig 2019

THE LANGUAGE BODY
CONSOLIDATED STATEMENT OF ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2018

	2018		2017	
	€	Stg £	€	Stg £
GRANTS RECEIVED				
<i>Revenue grants</i>				
Department of Culture, Heritage and the Gaeltacht	13,343,779	11,805,240	13,483,945	11,821,376
Department for Communities	5,726,147	5,065,922	5,736,708	5,029,372
Department for Education and Skills	25,000	22,117	-	-
	19,094,926	16,893,279	19,220,653	16,850,748
<i>Capital grants</i>				
Department of Culture, Heritage and the Gaeltacht	73,431	64,965	86,150	75,528
Department for Communities	17,737	15,691	29,785	26,113
	91,168	80,656	115,935	101,641
Total grants received	19,186,094	16,973,935	19,336,588	16,952,389
FUNDING APPLIED TO				
<i>Foras na Gaeilge</i>				
Revenue grants	16,452,669	14,555,675	16,399,158	14,377,142
Capital grants	37,456	33,137	113,809	99,777
	16,490,125	14,588,812	16,512,967	14,476,919
<i>Ulster-Scots Agency</i>				
Revenue grants	2,642,257	2,337,604	2,821,495	2,473,606
Capital grants	53,712	47,519	2,126	1,864
	2,695,969	2,385,123	2,823,621	2,475,470
Total grants paid	19,186,094	16,973,935	19,336,588	16,952,389

Seán Ó Coinn
 Chief Executive - Foras na Gaeilge

18/12/2019
 Date

Ian Crozier
 Chief Executive - Ulster-Scots Agency

18/12/2019
 Date

Pól Ó Gallchóir
 Chairperson - Foras na Gaeilge

18/12/2019
 Date

Keith Gamble
 Chairperson - Ulster-Scots Agency

18/12/2019
 Date

AN FORAS TEANGA
RÁITEAS COMHDHLÚITE CUNTAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2018

	2018		2017	
	€	Stg £	€	Stg £
DEONTAIS A FUARTHAS				
<i>Deontais Ioncaim</i>				
An Roinn Cultúir, Oidhreachta agus Gaeltachta	13,343,779	11,805,240	13,483,945	11,821,376
An Roinn Pobal	5,726,147	5,065,922	5,736,708	5,029,372
An Roinn Oideachais agus Scileanna	25,000	22,117	-	-
	19,094,926	16,893,279	19,220,653	16,850,748
<i>Deontais Chaipitil</i>				
An Roinn Cultúir, Oidhreachta agus Gaeltachta	73,431	64,965	86,150	75,528
An Roinn Pobal	17,737	15,691	29,785	26,113
	91,168	80,656	115,935	101,641
Iomlán na nDeontas a fuarthas	19,186,094	16,973,935	19,336,588	16,952,389
MAOINIÚ CURTHA I BHFEIDHM DO:				
<i>Foras na Gaeilge</i>				
Deontais Ioncaim	16,452,669	14,555,675	16,399,158	14,377,142
Deontais Chaipitil	37,456	33,137	113,809	99,777
	16,490,125	14,588,812	16,512,967	14,476,919
<i>Gníomhaireacht na hUltaise</i>				
Deontais Ioncaim	2,642,257	2,337,604	2,821,495	2,473,606
Deontais Chaipitil	53,712	47,519	2,126	1,864
	2,695,969	2,385,123	2,823,621	2,475,470
Iomlán na nDeontas a focadh	19,186,094	16,973,935	19,336,588	16,952,389

Seán Ó Coinn 18/12/2019
Príomhfheidhmeannach - Foras na Gaeilge Dáta

Pól Ó Gallchóir 18/12/2019
Cathaoirleach - Foras na Gaeilge Dáta

Ian Crozier 18 /12/2019
Príomhfheidhmeannach - Ulster-Scots Agency Dáta

Keith Gamble 18/12/2019
Cathaoirleach - Ulster-Scots Agency Dáta

Appendix 1

FORAS NA GAEILGE

Accounts and notes to the accounts

FOR THE YEAR ENDED 31 DECEMBER 2018

Aguisín 1

FORAS NA GAEILGE

Cuntais agus nótaí a ghabhann leis na cuntais

DON BHLIAIN DAR CHRÍOCH AN 31 NOLLAIG 2018

FOREWORD TO THE ACCOUNTS

Background Information

An Foras Teanga (The Language Body) is a North / South Implementation Body sponsored by the Department of Culture, Heritage & the Gaeltacht (DCHG) and the Department for Communities (DfC). It was established on 2 December 1999 under the Good Friday Agreement and underpinned by the North / South Co-operation (Implementation Bodies) (Northern Ireland) Order and the British-Irish Agreement Act 1999. It reports to the North / South Ministerial Council (NSMC).

The principal function of Foras na Gaeilge is the promotion of the Irish language on an all-Island basis.

These accounts have been prepared in accordance with:

- the financial arrangements which are applicable to the Body set out in Part 7 of Annex 2 of the British-Irish Agreement establishing Implementation Bodies;
- the form directed by and approved by the Department of Culture, Heritage & the Gaeltacht and the Department for Communities, as provided for in The Language Body's Financial Memorandum;
- the Annual Report and Accounts guidance provided by the Department of Finance and the Department of Public Expenditure and Reform.

Business Overview

An overview of Foras na Gaeilge's activities is given within its Annual Report. The results for Foras na Gaeilge are laid out in detail on the Statement of Income and Expenditure. The deficit for the year was (€421,803)/(Stg£373,174).

Fixed Assets

Details of the movements of fixed assets are set out in note 9 to the accounts.

Research and Development

IPSOS/MORI were commissioned to research public perceptions across the whole island on the use of the Irish Language in a business context. This was as part of an ongoing series of intermittent studies on this topic since 2005. It supports the case that Foras na Gaeilge makes to the business sector that the Irish language should be more prominent in daily life and that there is an commercial advantage to doing so.

A member of Foras na Gaeilge's Board, represented the Foras at the Yearly Conference of the European Federation of National Institutions for Language (EFNIL), which was held in Amsterdam and discussed language variation as a factor of increasing complexity and a challenge for language policy within Europe. She provided a national report to the publication of Conference events.

Future Developments

Draft Strategic Plan

A lot of work was completed at both Board and Executive level to develop a draft Strategic Plan for Foras na Gaeilge to identify priorities (priorities which are more long-term than the three-year period covered in the organisation's Corporate Plan) and it is intended that this draft will be presented initially to the Sponsoring Departments in 2019.

The Partnership Approach

From its first full year (in 2015) since new arrangements were put in place in the sector that was called 'the core-funded sector', the Partnership Approach has functioned continually and in 2018 Foras na Gaeilge arranged for a review to be carried out on the work of the Lead Organisations. This process is continuing and should be completed in 2019.

Legislative and Policy Environment

Foras na Gaeilge continued co-operating with the Department of Culture, Heritage and Gaeltacht and with Údarás na Gaeltachta in the area of language planning on Gaeltacht Service Towns and Irish language Networks as set out in the Gaeltacht Act 2012. This work is further described in the Annual Report.

Full time Posts

Of the 70 full-time staff complement approved in principle by the NSMC for Foras na Gaeilge, 58 posts have been approved by the Sponsor and Finance Departments in both jurisdictions for the year ended 31 December 2018.

Details of the average weekly number of employees (full time equivalent) are set out in note 5 to the accounts.

RÉAMHRÁ LEIS NA CUNTAIS

Cúlra

Is Comhlacht Forfheidhmithe Thuaidh / Theas é an Foras Teanga agus tá sé urraithe ag an Roinn Cultúir, Oidhreacht agus Gaeltachta (RCOG) agus an Roinn Pobal (RP). Bunaíodh é ar an 2 Nollaig 1999 faoi Chomhaontú Aoine an Chéasta agus tá an tOrdú um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfheidhmithe) (Tuaisceart Éireann) agus an tAcht um Chomhaontú na Breataine-na hÉireann 1999 mar bhonn leis. Tuairiscíonn sé don Chomhairle Aireachta Thuaidh/Theas (CATT).

Is i príomhfheidhm Fhoras na Gaeilge ná an Ghaeilge a chur chun cinn ar bhonn uile-oileáin.

Ullmhaíodh na cuntais seo de réir:

- na socrúithe airgeadais atá infheidhme i leith an Chomhlachta arna leagan amach i gCuid 7 d'Aguisín 2 de Chomhaontú na Breataine-na hÉireann lena mbunaítear Comhlachtaí Forfheidhmithe;
- na foirme atá ordaithe agus ceadaithe ag an Roinn Cultúir, Oidhreacht agus Gaeltachta agus ag an Roinn Pobal, dá bhforáiltear i Meamram Airgeadais an Fhorais Teanga;
- na treorach do Thuarascáil Bhliantúil agus Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais agus ag an Roinn Caiteachais Phoiblí agus Athchóirithe.

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Fhoras na Gaeilge laistigh dá Thuarascáil Bhliantúil. Tá na torthaí d'Fhoras na Gaeilge leagtha amach go mion ar an Ráiteas Ioncaim agus Caiteachais. Ba é an t-easnamh a bhí ann don bhliain ná (€421,803)/(Stg£373,174).

Sócmhainní Seasta

Tá mionsonraí faoi ghluaiseachtaí sócmhainní seasta leagtha amach i nóta 9 a ghabhann leis na cuntais.

Taighde agus Forbairt

Coimisiúnaíodh IPSOS/MORI le taighde uile-oileáin a dhéanamh faoi dhearcadh an phobail i leith úsáid na Gaeilge i gcomhthéacs gnó. Bhí sé seo mar chuid de shraith ócáidiúil, leanúnach taighde faoin ábhar seo ó bhí 2005 ann. Tacaíonn sé leis an gcás a dhéanann Foras na Gaeilge le lucht gnó gur chóir an Ghaeilge bheith níos feiceálaí sa saol laethúil agus go bhfuil buntáiste trádála lena dhéanamh.

Rinne comhalta Boird de chuid Fhoras na Gaeilge ionadaíocht thar ceann an Fhorais ag Comhdháil Bhliantúil na Cónaidhme Eorpaí um Institiúidí Náisiúnta do Theangacha (EFNIL) a reáchtáladh in Amstardam ag ar pléadh an Éagsúlacht Teanga mar ábhar a mbaineann castacht bhreise léi agus atá dúshlánach do pholasaithe teanga san Eoraip. Sholáthair sí tuairisc náisiúnta d'fhoilseachán imeachtaí na Comhdhála.

Forbairtí sa Todhchaí

Dréachtphlean Straitéiseach

Cuireadh go leor oibre i gcrích ag leibhéal an Bhoird agus an Fheidhmeannais araon le Dréachtphlean Straitéiseach a fhorbairt d'Fhoras na Gaeilge féin le tosaíochtaí fadtéarmach (níos fadtéarmaí ná an tréimhse 3 bliana atá san áireamh i bPlean Corparáideach na heagraíochta) a aithint agus tá sé i gceist an dréacht a chur faoi bhráid na Ranna Coimircíochta ar an gcéad dul síos in 2019.

An Cur Chuige Comhpháirtíochta

Ó bhí an chéad bhliain iomlán (in 2015) ann de na socrúithe nua don réimse ar a dtugtaí an 'earnáil bhunmhaoinithe', tá an Cur Chuige Comhpháirtíochta tar éis feidhmiú go leanúnach agus in 2018 shocraigh Foras na Gaeilge go dtabharfaí faoi athbhreithniú ar obair na gCeanneagraíochtaí. Tá an próiseas seo fós ar bun agus tá sé i gceist go gcuirfeadh é i gcrích sa bhliain 2019.

Timpeallacht Reachtaíochta agus Polasáí

Lean Foras na Gaeilge den chomhoibriú leis an Roinn Cultúir, Oidhreacht agus Gaeltachta agus le hÚdarás na Gaeltachta i réimse na pleanála teanga maidir le Bailte Seirbhíse Gaeltachta agus na líonraí Gaeilge mar a leagtar amach in Acht na Gaeltachta 2012 agus tá cur síos breise ar an obair sin sa Tuarascáil Bhliantúil.

Poist Lánaimseartha

As an 70 post lánaimseartha atá ceadaithe i bprionsabal d'Fhoras na Gaeilge ag CATT, tá 58 post díobh faofa ag na Ranna Coimircíochta agus ag Ranna Airgeadais sa dá dhlinse don bhliain dar chríoch 31 Nollaig 2018.

Tá sonraí maidir le meánlíon seachtainiúil fostaithe (coibhéis lánaimseartha) i nóta 5 a ghabhann leis na cuntais.

Corporate Governance

The organisation was re-accredited in 2018 in relation to the SWIFT 3000 Code of Practice for Corporate Governance Assessment in Ireland. The organisation also achieved the On Board “Gold Standard” in 2018, which recognises high standards of corporate governance.

Important events occurring after the Year End

No important events took place after 31 December 2018 which would affect the accounts.

Charitable Donations

Foras na Gaeilge made no charitable donations during the financial year ended 31 December 2018.

Board Members

The functions of Foras na Gaeilge are exercised by the Board. The following served as Board Members of Foras na Gaeilge during 2018.

Pól Ó Gallchóir – Chairperson
Barra Ó Muirí – Deputy Chairperson
Máire Ní Neachtain
Sorcha Ní Chéidigh
Mairéad Farrell
Maighréad Ní Chonghaile
Gráinne Mc Elwain
Seán Ó hArgáin
Seán Mícheál Ó Domhnaill
Séan Ó Coistealbha
Bláthnaid Ní Chofaigh
Niall Ó Gallochobhair
Conor McGuinness

There were three vacancies (northern nominees) on the Board of Foras na Gaeilge at 31 December 2018.

Payment to Suppliers

Foras na Gaeilge is committed to prompt payment for goods and services received, in accordance with the Irish ‘Late Payments in Commercial Transactions Regulations, 2002’ and ‘Late Payment of Commercial Debts (Interest) Act 1998’, as amended and supplemented by the ‘Late Payment of Commercial Debts Regulations 2002’ in the UK. Unless otherwise stated in the contract, payment is due within 30 days on receipt of the goods or services, or on presentation of an authorised invoice or similar demand, whichever is required in accordance with legislation. Regular reviews were conducted to measure how promptly Foras na Gaeilge pays its bills and found that in 2018 99% of bills were paid within the standard.

Health and Safety Policy

Foras na Gaeilge’s Safety Statements (in accordance with the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (General Application (Amendment) Regulations 2010) were revised in 2014. A standard review of Foras na Gaeilge’s Occupational Safety & Health management system was satisfactorily concluded by the Health and Safety Authority in December 2017 with no compliance matters arising. The organisation has specifically reviewed its Safety Statement for its Headquarters in Dublin in light of building moves in 2017.

Equality and Employees with Disabilities

In the South, Foras na Gaeilge reports on the employment of disabled persons as required by the Disability Act 2005. Every employee and applicant (real or possible) will be dealt with fairly and selections as regards employment, promotion, training or any other benefits will be made on a basis of suitability and ability. An employee survey was conducted in 2018 in which 8% of those surveyed indicated that they had a disability (in the previous calendar year) as defined in the Disability Act 2005.

In compliance with the requirements of Section 75 of the Northern Ireland Act 1998 the two agencies of The Language Body jointly prepared a revised Equality Scheme in 2013. This was approved by the Equality Commission for Northern Ireland on the 13th of December 2013 which included provision for disabled employees. Foras na Gaeilge and the Ulster-Scots Agency co-operated on an annual progress report (2015-16) on Equality and Good Relations Duties.

Decentralisation

An office was opened in Gaoth Dobhair on 1 September 2010 with the appointment of the Director for Publishing, Lexicography and Terminology. At 31 December 2018 there were eight employees working in that office.

An Rialú Corparáideach

Bhain an eagraíocht cáilíocht amach arís in 2018 maidir le Cód Cleachtais SWiFT 3000 ar Mheasúnú ar an Rialú Inmheánach in Éirinn. Chomh maith leis sin, bhain an eagraíocht an “Caighdeán Óir” de chuid On Board amach in 2018, caighdeán a aithníonn ardchaighdeán sa rialú corparáideach.

Nithe suntasacha a tharla tar éis Dheireadh na Bliana

Níor tharla aon imeacht tábhachtach tar éis 31 Nollaig 2018 a d’imreodh tionchar ar na cuntais.

Tabhartais Charthanúla

Níor thug Foras na Gaeilge aon tabhartais charthanúla uaidh i rith na bliana dar chríoch 31 Nollaig 2018.

Comhaltáí Boird

Is ar Bhord Fhoras na Gaeilge atá sé feidhmeanna Fhoras na Gaeilge a chur i bhfeidhm. D’fhreastail na daoine seo a leanas ar Bhord Fhoras na Gaeilge mar chomhaltáí boird le linn na bliana 2018.

Pól Ó Gallchóir – Cathaoirleach
Barra Ó Muirí – Leasathaoirleach
Máire Ní Neachtain
Sorcha Ní Chéidigh
Mairéad Farrell
Maighréad Ní Chonghaile
Gráinne McElwain
Seán Ó hArgáin
Seán Mícheál Ó Domhnaill
Seán Ó Coistealbha
Bláthnaid Ní Chofaigh
Niall Ó Gallochobhair
Conor McGuinness

Bhí trí fholúntas (ainmnithe ó thuaidh) ar bhord Fhoras na Gaeilge faoi 31 Nollaig 2018.

Íocaíocht le Soláthraithe

Tá Foras na Gaeilge tiomanta d’íocaíocht phras billí le haghaidh earraí agus seirbhísí a fhaightear de réir ‘Rialacháin um Íocaíocht Dhéanach in Idirbhearta Tráchtála, 2002’ in Éirinn, agus an ‘Late Payment of Commercial Debts (Interest) Act, 1998’, arna leasú agus arna fhorlíonadh ag an ‘Late Payment of Commercial Debts Regulations 2002’ sa Ríocht Aontaithe. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc údraithe nó éileamh den sórt céanna isteach, cibé acu atá ag teastáil de réir reachtaíochta. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a íocann Foras na Gaeilge a bhíllí agus fuarthas gur íocadh 99% de bhíllí laistigh den amscála dlite in 2018.

Beartas Sláinte agus Sábháilteachta

Rinneadh athbhreithniú in 2014 ar Ráitis Shábháilteachta Fhoras na Gaeilge (de réir an Achta um Shábháilteacht, Sláinte agus Leas ag an Obair 2005 agus na Rialachán um Shábháilteacht, Sláinte agus Leas ag an Obair (Feidhm Ghinearálta (Leasú) 2010). Chuir an tÚdarás Sláinte & Sabháilteachta measúnú caighdeánach ar an gcóras bainistíochta ar Shláinte & Sábháilteacht Ceirde atá in úsáid ag Foras na Gaeilge, a críochnaíodh in 2017 gan aon cheist maidir le comhlíonadh na rialacha a bheith ardaithe aige. Rinne an eagraíocht athbhreithniú ar a Ráitis Sábháilteachta dá Cheannáras i mBaile Átha Cliath i ndiaidh a bhogtha in 2017.

Comhionannas agus Fostaithe atá faoi Mhíchumas

Ó dheas, tuairiscíonn Foras na Gaeilge ar fhostú daoine atá faoi mhíchumas mar a éilítear faoin Acht um Mhíchumais 2005. Caithfear go cothrom le gach fostaí agus iarrthóir (fíor nó féideartha) agus is ar bhonn oiriúnachta agus cumais a dhéanfar roghanna a bhaineann le fostaíocht, ardú céime, oiliúint nó leas ar bith eile. Le linn 2018, rinneadh suirbhé foirne a léirigh go raibh 8% díobh siúd a ghlac páirt sa suirbhé (sa bhliain féilire roimhe) faoi mhíchumas de réir sainmhíniú an Achta um Mhíchumais 2005.

Ag comhlíonadh riachtanas Alt 75 den Northern Ireland Act 1998, d’ullmhaigh an dá ghníomhaireacht den Fhoras Teanga, i gcompháirt lena chéile, athbhreithniú ar an Scéim Comhionannais in 2013. Cheadaigh an Coimisiún Comhionannais i dTuaisceart Éireann an t-athbhreithniú seo ar 13 Nollaig 2013 ina raibh foráil d’fhostaithe faoi mhíchumas. Chomhoibrigh Foras na Gaeilge agus Gníomhaireacht na hUltaise ar thuarascáil bhliantúil ar dhul chun cinn (2015-16) ar Chomhionannas agus Dualgais Dhea-Chaidrimh.

Dílárú

Oscloíodh oifig i nGaoth Dobhair ar 1 Meán Fómhair 2010 nuair a ceapadh an Stiúrthóir Seirbhísí Foilsitheoireachta, Foclóireachta & Téarmaíochta. Ar an 31 Nollaig 2018 bhí ochtar fostaithe ag obair san oifig sin.

Employee Involvement

Employees were members of various trade unions during 2018, namely, SIPTU and FÓRSA. No labour relations difficulties arose during the year. Throughout the year employees were regularly advised of any new developments and were consulted with through formal and informal meetings, at courses and briefings where staff were given every opportunity to contribute or comment on new procedures and policies.

Statement of Responsibilities for Board Members

The role of each Board member is to provide leadership, vision, continuity of purpose and to be accountable to the public. The Board Members are required to:

- Contribute to decision-making and to be jointly responsible for the decisions taken.
- Attend Board meetings on a regular basis and to be well prepared by reading relevant papers in advance.
- Attend training events and keep up-to-date with subjects relevant to the work of the organisation.
- Contribute to the work of Board committees.
- Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a Board Member.

Seán Ó Coinn
Chief Executive

18/12/2019
Date

Rannpháirtíocht Fostaithe

Bhí fostaithe de chuid Fhoras na Gaeilge ina mbaill de cheardchumann éagsúla le linn 2018, is iad sin: SIPTU agus FÓRSA. Níor tháinig aon deacrachtaí ó thaobh caidreamh tionsclaíoch de aníos le linn na bliana. I rith na bliana, coinníodh fostaithe ar an eolas go rialta faoi aon fhorbairtí nua agus chuathas i gcomhairle leo ag cruinnithe foirmiúla agus neamhfhoirmiúla, ag cúrsaí agus ag seisiúin eolais, ina raibh deis ag baill foirne cur le nó trácht a dhéanamh ar nósanna imeachta nó polasaithe nua.

Ráiteas i leith Freagrachtaí do Chomhaltaí an Bhoird

Is é ról gach comhalta boird ceannaireacht, fis agus leanúnachas cuspóra a sholáthar agus a bheith freagrach don phobal. Iarrtar ar chomhaltaí boird:

- Cuidiú le cinnteoireacht agus a bheith freagrach i bpáirt lena chéile as na cinntí a dhéantar.
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith dóibh trí na cáipéisí cuí a léamh roimh ré.
- Freastal ar imeachtaí oiliúna agus coinneáil cothrom le dáta le hábhair a bhaineann le hobair na heagraíochta.
- Páirt a ghlacadh in obair na gcoistí boird.
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar chomhalta boird a nochtadh.

Seán Ó Coinn
Príomhfheidhmeannach

18/12/2019
Dáta

STATEMENT OF RESPONSIBILITIES

Foras na Gaeilge's Responsibilities

The Department of Culture, Heritage & the Gaeltacht and the Department for Communities have directed the Language Body to prepare a statement of accounts for each financial year in the form and on the basis set out in the accounts direction in the appendix to these accounts. The accounts are prepared on an accruals basis and must give a true and fair view of Foras na Gaeilge's state of affairs at the year end and of its income and expenditure, total recognised gains and losses, and cash flows for the financial year.

In preparing the accounts the Body is required to:

- observe the accounts direction issued by the Department of Culture, Heritage & the Gaeltacht and the Department for Communities, including the relevant accounting and disclosure requirements, and apply accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards have been followed or have not been followed and disclose and explain any material departures in the accounts;
- prepare the accounts on a going concern basis, unless it is inappropriate to presume Foras na Gaeilge will continue in operation.

The Language Body requires Foras na Gaeilge to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Chief Executive's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for Foras na Gaeilge, including the responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of Foras na Gaeilge.

Seán Ó Coinn
Chief Executive

18/12/2019
Date

RÁITEAS I LEITH FREAGRACHTAÍ

Freagrachtaí Fhoras na Gaeilge

Tá an Roinn Cultúir, Oidhreacht agus Gaeltachta agus an Roinn Pobal tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntas a ullmhú i leith gach bliain airgeadais san fhoirm agus ar an mbonn atá leagtha amach sa treoir do chuntais san aguisín a ghabhann leis na cuntais seo. Ullmhaítear na cuntais ar bhonn fabhrúithe agus caithfidh siad léargas firinneach cóir a thabhairt ar staid chúrsaí an Fhorais ag deireadh na bliana agus ar a ioncam agus a chaiteachas, a ghnóthachain agus a chailleanais aitheanta iomlán, agus a shreabhadh airgid don bhliain airgeadais.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- an treoir do na cuntais arna heisiúint ag an Roinn Cultúir, Oidhreacht agus Gaeltachta agus an Roinn Pobal, lena n-áirítear na ceanglais ábhartha maidir le cuntasáiocht agus faisnéisiú agus beartais chuntasáiochta iomchuí a chomhlíonadh ar bhonn comhsheasmhach;
- breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- a rá ar comhlíonadh nó nár comhlíonadh na caighdeáin chuntasáiochta infheidhme agus aon difríocht ábhartha sna cuntais a mhíniú;
- na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin mura bhfuil sé cuí glacadh leis go leanfaidh Foras na Gaeilge de bheith i bhfeidhm.

Ceanglaíonn an Foras Teanga ar Fhoras na Gaeilge cuntais agus taifid airgeadais chearta a choimeád agus ráiteas cuntas a ullmhú i leith gach bliana.

Freagrachtaí an Phríomhfheidhmeannaigh

Leagtar amach na freagrachtaí atá ar an bPríomhfheidhmeannach mar Dhuine Cuntasach Fhoras na Gaeilge, lena n-áirítear an fhreagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, i Meamram Airgeadais Fhoras na Gaeilge.

Seán Ó Coinn
Príomhfheidhmeannach

18/12/2019
Dáta

STATEMENT ON THE SYSTEM OF INTERNAL CONTROL

Responsibility for the System of Internal Control

As Chief Executive Officer of Foras na Gaeilge, I acknowledge my responsibility for ensuring that an effective system of internal control is operated and maintained.

The system can only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded and that relevant errors or irregularities are either prevented or would be detected in a timely period.

Key Control Procedures

The system of internal control operated is based on detailed administrative procedures, segregation of duties, specific authorisations and monthly management review of reports outlining the actual and budgeted results of programmes operated by Foras na Gaeilge. In particular, it includes:

- An established organisational structure with clearly defined lines of responsibility;
- A Programme Manager for Finance and Information Technology who is a qualified accountant and is responsible for the financial procedures of the organisation and reports to Senior Management;
- The Director of Corporate Services is a qualified Accountant;
- The Internal Audit function is outsourced to an accountancy and business advisory firm. The internal audit function reports to the Chair of the Audit Committee and the Chief Executive Officer;
- An Audit Committee consisting of five Board Members (one of whom acts as Chairperson), and two external appointees which meets approximately 7 times a year to review the internal auditor's reports and discuss matters arising around the risk register and advises the Board accordingly;
- A representative from the Department for Communities attends Foras na Gaeilge Audit Committee meetings.
- Risk assessment and mitigation processes are implemented at a Directorate level and at an Organisational level.
- The implementation of a comprehensive budgeting system, with bespoke software designed to monitor grant expenditure. The Corporate Services Directorate carries out monthly reviews of all budgets. All budgets are reviewed and agreed by the Board at each meeting;
- The Implementation of Conflict of Interest Policy and the associated procedures;
- Quarterly Assurance Statements are completed by the Chief Executive in conjunction with the Senior Management Team, presented to the Audit Committee, ratified by the Board, and submitted to the Sponsoring Departments.

Annual Review of Controls

Foras na Gaeilge is committed to operating an efficient and economic internal control system.

My review of the effectiveness of the System of Internal Control is informed by the work of the internal auditor, the Audit Committee which oversees the work of the internal auditor, the managers within Foras na Gaeilge who have responsibility for the development and maintenance of the control processes and framework and by the comments made by the external auditors in the form of their management letter and other reports.

I have been advised on the implications of the result of my review of the effectiveness of the system of Internal Control by the Internal Auditor, managers within Foras na Gaeilge and the Audit Committee. No significant control matters occurred during the year.

Steps were taken to ensure its continuous improvement during the year. These include:

- Review and approval of the terms of reference of the Audit Committee;
- Annual review of fraud and whistleblowing policies by the Audit Committee and Board was carried out;
- A regular review of the risk register is carried out by the Audit Committee, the Board and Sponsoring Departments;
- A Risk Management Policy was approved by the Audit Committee and the Board;
- A Data Protection Policy was approved by the Audit Committee and the Board;
- A Child Protection Policy (North and South) was approved by the Audit Committee and the Board;
- A report on the review of the 2018 internal control environment and the internal financial controls is due to be carried out by the internal auditor. This report was considered by the Audit Committee in February 2019;
- A report by internal audit on 2017 grant files of the 6 lead organisations was completed in 2018;
- A self-assessment questionnaire "Effectiveness of Audit Committee in State Boards" was completed by the Audit Committee;
- A report on electronic payments was completed by the Internal Auditor and presented to the Audit Committee;

Based on the work completed by Foras na Gaeilge's internal auditor in 2018 the systems of internal control were found in their view to be adequate and effective overall.

Seán Ó Coinn
Chief Executive

18/12/2019
Date

FORAS NA GAEILGE

RÁITEAS MAIDIR LE RIALÚCHÁN INMHEÁNACH AIRGEADAIS

Freagracht as an gCóras Rialaithe Inmheánaigh Airgeadais

Mar Phríomhfheidhmeannach Fhoras na Gaeilge, admhaím mo fhreagracht as córas éifeachtach rialaithe inmheánaigh airgeadais a fheidhmiú agus a choimeád.

Ní féidir leis an gcóras ach urrús réasúnta seachas urrús absalóideach a chur ar fáil go gcumhdaítear sócmhainní, go n-údaraítear agus go dtaifeadtar go cuí idirbhearta agus go gcoshtar nó go n-aimseofaí go tráthúil earráidí nó mirialtachtaí ábhartha.

Príomhnósanna Imeachta Rialaithe

Tá an córas rialaithe inmheánaigh a fheidhmítear bunaithe ar nósanna mionsonraithe riaracháin, deighilt dualgas, údaruithe sonracha agus athbhreithniú bainistíochta míosúil ar thuiriscí a thugann breac-chuntas ar thorthaí iarbhír agus buiséadaithe clár atá á bhfeidhmiú ag Foras na Gaeilge. Áirítear air go sonrach:

- Struchtúr bunaithe eagraíochtúil, le línte soiléire freagrachtaí;
- Clár bhainisteoir airgeadais agus teicneolaíochta faisnéise atá ina chuntasóir cáilithe agus atá freagrach as nósanna imeachta airgeadais na heagraíochta agus a thuiriscíonn do lucht na hardbhainistíochta;
- Stiúirthóir Seirbhísí Corparáideacha atá ina chuntasóir cáilithe;
- Cuirtear feidhm an iniúchta inmheánaigh ar ghnó seachtrach cuntasáíochta agus comhairle gnó. Tuairiscíonn an t-iniúchóir inmheánach go comhuaineach do chathaoirleach an choiste iniúchta agus don Phríomhfheidhmeannach;
- Coiste Iniúchta atá comhdhéanta de chúigear comhaltaí boird (duine amháin díobh a fheidhmíonn mar Chathaoirleach), agus de bheirt atá ceaptha go seachtrach, a bhuaileann le chéile timpeall 7 n-uaire sa bhliain chun athbhreithniú a dhéanamh ar thuarascálacha an iniúchóra inmheánaigh agus le nithe a thagann chun cinn maidir leis an gclár rioscaí a phlé agus cuireann siad comhairle ar an mbord dá réir;
- Bíonn ionadaí ón Roinn Pobal i láthair ag cruinnithe de chuid an Coiste Iniúchta.
- Cuirtear próisis mheasúnaithe agus mhaolaithe rioscaí i bhfeidhm ag leibhéal na Stiúirthóireachtaí agus ag leibhéal na hEagraíochta ina hiomláine;
- Córas cuimsitheach a chur i bhfeidhm maidir le buiséadú, le bogearra sainceaptha chun monatóireacht a dhéanamh ar chaiteachas deontas. Déanann an Stiúirthóireacht Seirbhísí Corparáideacha athbhreithnithe míosúla ar gach buiséad. Athbhreithníonn agus faomhann an Bord gach buiséad ag gach cruinniú;
- Beartas um Choimhlint Leasa agus na nósanna imeachta gaolmhara a chur i bhfeidhm;
- Cuireann an Príomhfheidhmeannach, i gcomhar leis an ardbhainistíocht, ráitis ráithiúla dearbhúcháin i gcrích; agus cuirtear iad faoi bhráid an choiste iniúchta. Faomhann an Bord iad agus cuirtear isteach chuig na Ranna Coimircíochta iad.

Athbhreithniú Bliantúil ar Rialúcháin

Tá Foras na Gaeilge tiomanta do chóras rialaithe inmheánach atá éifeachtach agus eacnamúil a fheidhmiú.

Tagann eolas i gcomhair m'athbhreithniú ar éifeachtacht an chórais rialaithe inmheánaigh ó obair an iniúchóra inmheánaigh, an choiste iniúchta a mhaoirsíonn obair an iniúchóra inmheánaigh, na bainisteoirí laistigh d'Fhoras na Gaeilge a bhfuil an fhreagracht orthu as forbairt agus cothabháil na bpróiseas agus an chreata rialaithe, agus na ráitis a dhéanann iniúchóirí seachtracha i bhfoirm a litreach bainistíochta agus tuairiscí eile.

Tá comhairle tugtha dom ar impleachtaí thorthaí m'athbhreithnithe ar éifeachtacht an chórais rialaithe inmheánaigh airgeadais ag an iniúchóir inmheánach, ag bainisteoirí laistigh d'Fhoras na Gaeilge agus ag an gcoiste iniúchta. Níor tháinig aon saincheisteanna suntasacha rialúcháin aníos le linn na bliana.

Glacadh céimeanna le feabhsú leanúnach a chinntiú le linn na bliana. Ina measc seo tá:

- Athbhreithniú agus faomhadh ar théarmaí tagartha an choiste iniúchta;
- Chuir an Coiste Iniúchta agus an Bord athbhreithniú bliantúil ar pholasaithe um chalaouis agus um sceithireacht i gcrích;
- Déanann an Coiste Iniúchta, an Bord agus na Ranna Coimircíochta athbhreithniú rialta ar an gclár riosca;
- D'fhaomh an Coiste Iniúchta agus an Bord Polasaí um Bhainistiú Riosca;
- D'fhaomh an Coiste Iniúchta agus an Bord Polasaí um Chosaint Sonraí;
- D'fhaomh an Coiste Iniúchta agus an Bord Polasaí um Chumhdach Leanáí (Thuaidh agus Theas);
- Chuirfidh an t-iniúchóir inmheánach tuairisc i gcrích ar thimpeallacht an rialaithe inmheánaigh agus ar na rialuithe inmheánacha airgeadais in 2018. Cuireadh an tuairisc seo faoi bhráid an Choiste Iniúchta i mí Feabhra 2019;
- Cuireadh tuairisc i gcrích a rinne iniúchadh inmheánach ar chomhaid dheontais 2017 na 6 cheanneagraíocht in 2018;
- Chuir an Coiste Iniúchta ceistneoir féin-mheasúnaithe dar dteideal "Effectiveness of Audit Committee in State Boards" i gcrích;
- Chuir an t-iniúchóir inmheánach tuairisc ar íocaíochtaí leictreonacha i gcrích agus cuireadh an tuairisc faoi bhráid an Choiste Iniúchta.

Bunaithe ar an obair a rinne iniúchóir inmheánach Fhoras na Gaeilge sa bhliain 2018, measadh go raibh na córais rialaithe inmheánacha sásúil agus éifeachtach ar an iomlán.

Seán Ó Coinn

Príomhfheidhmeannach

FORAS NA GAEILGE

18/12/2019

Dáta

FORAS NA GAEILGE
STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	2018 €	2018 Stg£	2017 €	2017 Stg£
INCOME					
Revenue from Departments	2	16,452,669	14,555,675	16,399,158	14,377,142
Deferred funding for Pensions	15.4.4	1,605,000	1,419,944	1,415,000	1,240,531
Release from Capital Grant Reserve	13	44,602	39,460	46,723	40,962
Income from Book Distribution and Sales		900,476	796,651	909,248	797,137
Other Operating Income	4	55,959	49,506	62,374	54,683
Total Income		19,058,706	16,861,236	18,832,503	16,510,455
EXPENDITURE					
Staff Costs & Board Remuneration	5	5,398,508	4,776,061	5,335,360	4,677,510
Grants expended by Foras na Gaeilge	8	10,230,948	9,051,320	9,565,748	8,386,291
Other Operating Costs	7	2,892,344	2,558,859	2,804,035	2,458,298
Direct Printing and Distribution Costs	3	914,107	808,710	823,430	721,901
Depreciation	9	44,602	39,460	46,723	40,962
Total Expenditure		19,480,509	17,234,410	18,575,296	16,284,962
(Deficit)/Surplus for the Year		(421,803)	(373,174)	257,207	225,493
Surplus carried forward from previous year		2,104,653	1,867,250	1,847,446	1,581,785
Currency Translation Adjustment	1.12	-	11,230	-	59,972
Surplus transferred to Revenue Reserves		1,682,850	1,505,306	2,104,653	1,867,250

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	2018 €	2018 Stg£	2017 €	2017 Stg£
(Deficit)/Surplus for the Year		(421,803)	(373,174)	257,207	225,493
Experience (Loss)/Gain	15.4.3	(123,000)	(108,818)	(440,000)	(386,000)
Gain / (Loss) due to currency movements	15.4.3	12,000	10,616	47,000	41,000
Gain / (Loss) on change of financial assumptions	15.4.3	2,154,000	1,905,644	1,481,000	1,298,000
Actuarial Gain / (Loss) on the pension liabilities		2,043,000	1,807,442	1,088,000	953,000
Adjustment to deferred pension funding		(2,043,000)	(1,807,442)	(1,088,000)	(953,000)
Recognised (Deficit)/Surplus for the Year		(421,803)	(373,174)	257,207	225,493

The notes 1 to 23 form part of these accounts.

Pól Ó Gallchóir
CHAIRPERSON

18/12/2019
Date

Seán Ó Coinn
CHIEF EXECUTIVE

18/12/2019
Date

FORAS NA GAEILGE

RÁITEAS IONCAIM AGUS CAITEACHAIS DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2018

	Nótaí	2018 €	2018 Stg£	2017 €	2017 Stg£
IONCAM					
Ioncam ó na Ranna	2	16,452,669	14,555,675	16,399,158	14,377,142
Cistiúchán iarchurtha pinsin	15.4.4	1,605,000	1,419,944	1,415,000	1,240,531
Scaoileadh ó chúlchiste deontais chaipitil	13	44,602	39,460	46,723	40,962
Ioncam ó dháileadh agus ó dhíol leabhar		900,476	796,651	909,248	797,137
Ioncam oibriúcháin eile	4	55,959	49,506	62,374	54,683
Ioncam iomlán		19,058,706	16,861,236	18,832,503	16,510,455
CAITEACHAS					
Costais foirne & luach saothair an bhoird	5	5,398,508	4,776,061	5,335,360	4,677,510
Deontais íoctha ag Foras na Gaeilge	8	10,230,948	9,051,320	9,565,748	8,386,291
Costais oibriúcháin eile	7	2,892,344	2,558,859	2,804,035	2,458,298
Costais dhíreacha phriontála agus dáilte	3	914,107	808,710	823,430	721,901
Dímheas	9	44,602	39,460	46,723	40,962
Caiteachas iomlán		19,480,509	17,234,410	18,575,296	16,284,962
(Easnamh)/Barrachas don Bhliain		(421,803)	(373,174)	257,207	225,493
Barrachas a tugadh ar aghaidh ón mbliain roimhe		2,104,653	1,867,250	1,847,446	1,581,785
Coigeartú aistrithe airgeadra	1.12	-	11,230	-	59,972
Barrachas arna aistriú chuig cúlchistí ioncaim		1,682,850	1,505,306	2,104,653	1,867,250

RÁITEAS AR IOMLÁN NA NGNÓTHACHAN AGUS NA GCAILLTEANAS AITHEANTA DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2018

	Nótaí	2018 €	2018 Stg£	2017 €	2017 Stg£
(Easnamh)/Barrachas don bhliain		(421,803)	(373,174)	257,207	225,493
(Caillteanas)/Gnóthachan ó thaithí	15.4.3	(123,000)	(108,818)	(440,000)	(386,000)
Gnóthachan/(Caillteanas) ó mhalartú airgeadra	15.4.3	12,000	10,616	47,000	41,000
Gnóthachan/(Caillteanas) maidir le athruithe sa toimhtí airgeadais	15.4.3	2,154,000	1,905,644	1,481,000	1,298,000
Gnóthachan/(Caillteanas) achtúireach ar an scéim pinsin		2,043,000	1,807,442	1,088,000	953,000
Leasú ar mhaoiniú pinsean iarchurtha		(2,043,000)	(1,807,442)	(1,088,000)	(953,000)
(Easnamh)/Barrachas aitheanta don Bhliain		(421,803)	(373,174)	257,207	225,493

Is cuid de na cuntais seo na nótaí 1 go 23.

Pól Ó Gallchóir
CATHAOIRLEACH

18/12/2019
Dáta

Seán Ó Coinn
PRÍOMHFHEIDHMEANNACH

18/12/2019
Dáta

FORAS NA GAEILGE
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2018

	Notes	2018 €	2018 Stg£	2017 €	2017 Stg£
FIXED ASSETS					
Tangible assets	9	94,502	84,531	101,646	90,180
CURRENT ASSETS					
Stocks	10	548,554	490,682	736,023	652,999
Receivables due within one year	11	758,091	678,113	931,080	826,054
Cash at bank and in hand	14.2	640,449	572,878	682,444	605,466
		1,947,094	1,741,673	2,349,547	2,084,519
CURRENT LIABILITIES					
Creditors (amounts falling due within one year)	12	(264,246)	(236,369)	(244,894)	(217,269)
NET CURRENT ASSETS					
		1,682,848	1,505,304	2,104,653	1,867,250
Total Asset less current liabilities before pension		1,777,350	1,589,835	2,206,299	1,957,430
Deferred pension funding balance	15.4.6	25,941,000	23,204,225	26,379,000	23,403,449
Pension liability	15.4.2	(25,941,000)	(23,204,225)	(26,379,000)	(23,403,449)
TOTAL ASSETS LESS CURRENT LIABILITIES					
		1,777,350	1,589,835	2,206,299	1,957,430
FINANCED BY:					
CAPITAL AND RESERVES					
Revenue Reserve		1,682,850	1,505,306	2,104,653	1,867,250
Capital Grant Reserve	13	94,500	84,529	101,646	90,180
		1,777,350	1,589,835	2,206,299	1,957,430

The notes 1 to 23 form part of these accounts.

Pól Ó Gallchóir
CHAIRPERSON

18/12/2019
Date

Seán Ó Coinn
CHIEF EXECUTIVE

18/12/2019
Date

FORAS NA GAEILGE
RÁITEAS AR STAID AN AIRGEADAIS AMHAIL AN 31 NOLLAIG 2018

	Nótaí	2018 €	2018 Stg£	2017 €	2017 Stg£
SÓCMHAINNÍ SEASTA					
Sócmhainní inláimhsithe	9	94,502	84,531	101,646	90,180
SÓCMHAINNÍ REATHA					
Stoic	10	548,554	490,682	736,023	652,999
Féichiúnaithe dlite laistigh de bhliain amháin	11	758,091	678,113	931,080	826,054
Airgead sa bhanc agus ar láimh	14.2	640,449	572,878	682,444	605,466
		1,947,094	1,741,673	2,349,547	2,084,519
DLITEANAIS REATHA					
Creidiúnaithe (méideanna a bheidh dlite laistigh de bhliain amháin)	12	(264,246)	(236,369)	(244,894)	(217,269)
GLANSÓCHMHAINNÍ REATHA					
		1,682,848	1,505,304	2,104,653	1,867,250
Sócmhainní iomlána lúide dliteanais reatha roimh phinsean					
		1,777,350	1,589,835	2,206,299	1,957,430
Iarmhéid maoiniúcháin phinsin iarchurtha	15.4.6	25,941,000	23,204,225	26,379,000	23,403,449
Dlíteanas pinsin	15.4.2	(25,941,000)	(23,204,225)	(26,379,000)	(23,403,449)
SÓCMHAINNÍ SAN IOMLÁN LÚIDE DLITEANAIS REATHA					
		1,777,350	1,589,835	2,206,299	1,957,430
ARNA AIRGEADÚ AG:					
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste ioncaim		1,682,850	1,505,306	2,104,653	1,867,250
Cúlchiste deontais chaipitil	13	94,500	84,529	101,646	90,180
		1,777,350	1,589,835	2,206,299	1,957,430

Is cuid de na cuntais seo na nótaí 1 go 23.

Pól Ó Gallchoir
CATHAOIRLEACH

18/12/2019
Dáta

Seán Ó Coinn
PRÍOMHFHEIDHMEANNACH

18/12/2019
Dáta

FORAS NA GAEILGE
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	2018 €	2018 Stg£	2017 €	2017 Stg£
NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES	14.1	(41,995)	(32,588)	120,129	124,009
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT					
Payments to acquire Tangible Fixed Assets	9	(37,456)	(33,137)	(113,809)	(99,777)
NET CASH (OUTFLOW)/INFLOW BEFORE FINANCING		(79,451)	(65,173)	6,320	24,232
FINANCING					
Capital Grant Received	13	37,456	33,137	113,809	99,777
(DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS	14.2	(41,995)	(32,588)	120,129	124,009

The notes 1 to 23 form part of these accounts.

FORAS NA GAEILGE

RÁITEAS MAIDIR LE SREABHADH AIRGID DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2018

	Nótaí	2018 €	2018 Stg£	2017 €	2017 Stg£
GLAN-INSREABHADH/(EIS-SREABHADH) AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	14.1	(41,995)	(32,588)	120,129	124,009
CAITEACHAS CAIPITIÚIL AGUS INFHEISTÍOCHT AIRGEADAIS Íocaíochtaí chun sócmhainní seasta inláimhsithe a fháil	9	<u>(37,456)</u>	<u>(33,137)</u>	(113,809)	(99,777)
GLAN-INSREABHADH/(EIS-SREABHADH) AIRGID ROIMH MHAOINIÚ		(79,451)	(65,173)	6,320	24,232
MAOINIÚ Deontas caipitil faighte	13	37,456	33,137	113,809	99,777
MÉADÚ / (LAGHDÚ) AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM	14.2	<u>(41,995)</u>	<u>(32,588)</u>	120,129	124,009

Is cuid de na cuntais seo na nótaí 1 go 23.

FORAS NA GAELIGE – Notes to the accounts

1. Accounting Policies

The principal accounting policies, which have been adopted in the preparation of the accounts, are as follows:

1.1 Accounting Convention

The accounts have been prepared in accordance with the historic cost convention. The accounts have been prepared in accordance with the Accounts Direction given by the Department of Culture, Heritage & the Gaeltacht and the Department for Communities with the approval of the respective Finance Departments, in accordance with the North/South co-operation (implementation bodies Northern Ireland) Order 1999 and the British-Irish Agreement Act 1999.

1.2 Transition to FRS 102

2017 was Foras na Gaeilge's first set of financial statements prepared in accordance with FRS 102.

The transition to FRS 102 has not affected Foras na Gaeilge's reported financial position or financial performance.

1.3 Statement of Compliance

The Financial Statements of Foras na Gaeilge for the year ended 31st December 2018 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

1.4 Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

1.5 Fixed Assets

a) Tangible Fixed Assets are entered at their cost to Foras na Gaeilge.

b) Depreciation is calculated to write off the cost or re-evaluated amounts of fixed assets within their useful life. The following are the methods and rates used each year:

Motor Vehicles	25% straight line
Fixtures and Fittings	10% straight line
Computer Equipment	33.33% straight line
Office Equipment	15% - 20% straight line

c) Impairment of Fixed Assets

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. Fixed assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

1.6 Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision, and is established when there is objective evidence that Foras na Gaeilge will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the statement for Income & Expenditure.

1.7 Pension Costs

The North/South Pension Scheme was established by the North/South Implementation Bodies and Tourism Ireland Limited with effect from 29 April 2005. It is a defined benefit pension scheme which is funded annually on a pay as you go basis. The scheme is administered by an external administrator. Funding is provided to Foras na Gaeilge from the Irish Government by the Department of Culture, Heritage & the Gaeltacht and from the Northern Ireland Executive by the Department for Communities.

Financial Reporting Standard (FRS) 102 covers retirement benefits. The liability at 31 December 2018 has been included in the financial statements and a disclosure note has been included (Note 15.4) detailing the actuarial review calculations, which were carried out by Deloitte. This includes the results of the calculations of the pension liabilities and costs of employees (and ex-employees) of Foras na Gaeilge for the purposes of the accounts for the year ended 31 December 2018 and comparative figures for 2017.

FORAS NA GAELIGE - Notáí a ghabhann leis na cuntais

1. Beartais Chuntasaíochta

Is iad seo a leanas na príomhbheartais chuntasaíochta ar glacadh leo agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

Ullmhaíodh na cuntais de réir choinbhinsiúin an chostais stairiúil. Ullmhaíodh na cuntais de réir na Treorach do Chuntas atá tugtha ag an Roinn Cultúir, Oidhreacht agus Gaeltachta agus ag an Roinn Pobal, le faomhú ó na Ranna Airgeadais faoi seach, de réir an Ordaithe um Chomhoibriú Thuaidh/Theas (Comhlachtaí Forfeidhmithe) (Tuaisceart Éireann) 1999 agus an Achta um Chomhaontú na Breataine/na hÉireann 1999.

1.2 Aistriú go FRS 102

Ba é 2017 an chéad bhliain inar ullmhaíodh tuairisceí airgeadais de chuid Fhoras na Gaeilge de réir FRS 102.

Níor chuir an t-athrú go FRS 102 isteach ar staid tuairiscithe airgeadais nó feidhmíocht airgeadais Fhoras na Gaeilge

1.3 Ráiteas Comhlíonta

Ullmhaíodh Ráitis Aigeadais Fhoras na Gaeilge don bhliain dar chríoch 31 Nollaig 2018 de réir FRS 102, an caighdeán tuarascála airgeadais i bhfeidhm sa Ríocht Aontaithe agus in Éirinn agus atá eisithe ag an gComhairle Tuarascála Airgeadais (Financial Reporting Council – FRC), agus curtha i bhfeidhm ag Chartered Accountants Ireland.

1.4 Breithiúnais agus Meastacháin Chriticiúla Cuntasaíochta

Agus na ráitis airgeadais á gcur le chéile, bíonn ar an bhfoireann bainistíochta breithiúnais agus tuairimí a thabhairt, agus meastacháin a ríomh maidir le haon rud a d'fhéadfadh cur isteach ar na méideanna fógartha i gcomhair sócmhainní agus dliteanas le linn na bliana. Mar sin féin, is é nadúr an mheastacháin ná go bhféadfadh méideanna fíora a bheith éagsúil leis na meastacháin sin. Bhí an tionchar is mó ag na breithiúnais seo a leanas ar na méideanna aitheanta ar na ráitis airgeadais.

1.5 Sócmhainní Seasta

a) Cuirtear luach a gcostais ar Fhoras na Gaeilge le Sócmhainní Seasta Inláimhsithe.

b) Ríomhtar dímhéas chun costas nó méideanna athluacháilte sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Is iad seo a leanas na modhanna a ghlactar agus na rátaí a úsáidtear gach bliain:

Mótarfheithiclí	25% de réir líne chothrom
Daingneáin agus feistis	10% de réir líne chothrom
Trealamh ríomhaireachta	33.33% de réir líne chothrom
Trealamh oifige	15% - 20% de réir líne chothrom

c) Lagú Sócmhainní Seasta

Déantar athbhreithniú i gcomhair lagú sa chás go dtagann amúchadh i bhfeidhm ar shócmhainní. Déantar an t-athbhreithniú seo uair ar bith a athraíonn coinníollacha nó a tharlaíonn eachtraí a thugann le fios nach mbeadh an tsuim ghlanluacha in-aisghabhála. Aithnítear an difríocht idir an tsuim ghlanluacha agus an tsuim in-aisghabhála mar chaillteanas amúchta. Is í an tsuim in-aisghabhála ná luach cóir sócmhainne lúide costas a díolta agus luach a feidhmiú. Déantar athbhreithniú ag gach dáta tuarascála ar shócmhainní seasta ar tháinig amúchadh i bhfeidhm orthu i gcomhair malartú féideartha ar an amúchadh sin.

1.6 Infháltais

Aithnítear infháltais ag luach cóir, lúide soláthar i gcomhair fiacha amhrasacha. Is soláthar faoi leith é an soláthar i gcomhair fiacha amhrasacha, agus bunaítear é sa chás go bhfuil fianaise oibiachtúil ar fáil nach mbeadh sé de chumas Fhoras na Gaeilge gach méid atá dlíte dó a bhailiú. Aithnítear gach cinneadh maidir leis an soláthar i gcomhair fiacha amhrasacha sa ráiteas um Ioncam agus Caiteachas.

1.7 Costais Phinsin

Bhunaigh na Forais Forfeidhmithe Thuaidh/Theas agus Tourism Ireland Limited an Scéim Pinsin Thuaidh/Theas le héifeacht ó 29 Aibreán 2005. Is scéim pinsin sochair shainithe í a chistítear go bliantúil ar bhonn íoctar-mar-a-úsáidtear. Bíonn an scéim á riar ag riarthóir seachtrach. Cuireann an Roinn Cultúir, Oidhreacht agus Gaeltachta maoiniú ó Rialtas na hÉireann ar fáil agus cuireann an Roinn Pobal maoiniú ó Fheidhmeannas Tuaisceart Éireann ar fáil.

Clúdaíonn Caighdeán Tuairiscithe Airgeadais (FRS) 102 sochair scoir. Tá an dliteanas ag 31 Nollaig 2018 curtha san áireamh sna ráitis airgeadais agus tá nóta faisnéise curtha san áireamh (Nóta 15.4) a shonraíonn áirimh an athbhreithnithe achtúirigh a rinne Deloitte. Áirítear leis seo torthaí áirimh na ndliteanas pinsin agus costais fostaithe (agus iarthostaithe) Fhoras na Gaeilge chun chríocha na gcuntas don bhliain dar chríoch 31 Nollaig 2018 agus figiúirí comparáideacha do 2017.

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Pension liabilities represent the present value of future pension payments earned by staff to date.

From 2012, the current service cost is recognised gross of members' contributions. The accounting treatment in prior years had been to recognise members' contributions separately within the pension's note.

Actuarial gains or losses arising from changes to actuarial assumptions and from experience surpluses and deficits are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the amount recoverable from the Northern Ireland Executive and the Irish Government.

1.8 Deferred Pension Funding

In accordance with accounting practice for non-commercial State bodies in the Republic of Ireland, Foras na Gaeilge recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process.

While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, Foras na Gaeilge has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice. This treatment is inconsistent with accounting practice for UK Non-Departmental Bodies, where, due to the absence of a formal guarantee, a funding liability is not recognised until the commitment falls due.

1.9 Stocks

Stocks comprise of books and other published material held for resale. Stocks are stated at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

1.10 Leases

Finance leases

Leases in which substantially all the risks and rewards of ownership are transferred by the lessor are classified as finance leases. Tangible fixed assets acquired under finance leases are capitalised at the lease's commencement at the lower of the fair value of the leased property and the present value of the minimum lease payments and are depreciated over the shorter of the lease term and their useful lives. The capital element of the lease obligation is recorded as a liability and the interest element of the finance lease rentals is charged to the profit and loss account on an annuity basis.

Operating leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

1.11 Value Added Tax

The divisions Áis, An Gúm, An Coiste Téarmaíochta and Foclóir within Foras na Gaeilge, are registered to reclaim VAT on appropriate purchases which are accounted for net of VAT. Otherwise Foras na Gaeilge was not registered for VAT and was not in a position to reclaim VAT. VAT was therefore included as expenditure in all other instances and where appropriate capitalised in the value of Fixed Assets.

1.12 Reporting Currency

The transactions and balances are reported in both Euro and Sterling. The working currency of the organisation is Euro and transactions are initially recorded in that currency. Transactions in currencies other than Euro or Sterling are recorded at the exchange rate ruling at date of the transactions. Monetary Assets and Liabilities denominated in other currencies are translated into Euro at the rates prevailing at the Balance Sheet date. Realised gains and losses are taken to the Income and Expenditure Account. The exchange rate amounts were reported in the Income and Expenditure Account, in the Cash flow Statement, in the Balance Sheet and in the related notes in Euro. The exchange rate used in the statement of financial position was €1=STG£0.8945 (the exchange rate at the statement of financial position date) and the rate used for the statement of Income and Expenditure was €1=STG£0.8847 (the average exchange rate during the year ended 2018).

1.13 Grants Payable

Grants payable to third parties are chargeable to the Income and Expenditure Account in the year in which the recipient carries out the activity that creates an entitlement.

1.14 Grants Receivable

Revenue Grants receivable are recognised as income in the period in which they are received. Capital Grants received are credited to the Capital Grant Reserve and released to the Income and Expenditure Account in line with the depreciation charged on the relevant assets.

Léiríonn costais phinsin sochair phinsin a thuill fostaithe sa tréimhse. Aithnítear méid atá cothrom leis an muirear pinsin mar ioncam a mhéad is a bheidh sé in-aisghabhála, agus seach-churtha ag deontais a fuarthas sa bhliain le híocaíochtaí pinsin a chomhlíonadh. Is ionann dliteanais phinsin agus luach reatha íocaíochtaí pinsin amach anseo, a thuill baill foirne go dáta.

Ó 2012, is é costas seirbhíse reatha comhlán aitheanta ranniocaíochtaí na mball. An cur chuige cuntasáiochta a bhíodh ann roimhe seo ná ranniocaíochtaí na mball a aithint ar línte ar leith sa nóta pinsin.

Léirítear gnóthachain nó cailleanais achtúireacha a tharlaíonn de bharr athruithe ar thiomhdí achtúireacha agus de bharr taithí ar bharrachais agus ar easnaimh sa Ráiteas faoi na Gnóthacháin agus na hEasnaimh Aitheanta Iomlána agus aithnítear coigeartú dá réir sa tsuim in-aisghabhála ó Fheidhmeannas Thuaisceart Éireann agus ó Rialtas na hÉireann.

1.8 Cistiúchán Iarchurtha Pinsin

Faoi réir na gcleachtas cuntasáiochta do chomhlachtaí neamhthráchtála Stáit i bPoblacht na hÉireann, aithníonn Foras na Gaeilge sócmhainn a léiríonn acmhainní a chuirfidh státhchistí RA agus na hÉireann ar fáil don dliteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn roinnt eachtraí san am a chuaigh thart. Áirítear ar na heachtraí seo bunús reachtúil do scéimeanna aoisliúntais, agus an polasaí agus an cleachtas maidir le pinsin seirbhíse poiblí a mhaoiniú sa dá dhlínse lena n-áirítear próiseas na meastachán bliantúil.

Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Foras na Gaeilge nach leanfaidh an polasaí maoinithe seo ar aghaidh diaidh ar ndiaidh ag cur an méid seo ar fáil de réir an chleachtais reatha. Níl an cur chuige seo ag teacht leis an gcleachtas cuntasáiochta i gcás Eagrais Neamh-Rannach in RA, áit nach n-aithnítear dliteanas maoinithe go dtí go mbíonn an ceanglas dlite, de bhrí nach bhfuil barántas foirmiúil i gceist.

1.9 Stoic

Luaitear stoic leabhar agus ábhar foilsithe eile ag an luach is ísle idir an costas agus an glanluach inréadaithe, i ndiaidh soláthar a dhéanamh ar stoic atá as feidhm nó mall chun bogadh.

1.10 Léasanna

Léasanna airgeadais

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile na húinéireachta á n-aistriú go substainteach ag an léasóir mar léasanna airgeadais. Caipitlítear sócmhainní seasta inlámhsithe atá ceannaithe faoi léasanna airgeadais ag tus chur i bhfeidhm an léasa ag an luach is ísle de luach cóir an earra léasaithe agus dímheastar luach reatha na mbuníocaíochtaí léasa thar an tréimhse is giorra den léas agus a saolré ionchais. Cláraítear an chuid chaipiteach den dualgas léasa mar dhliteanas agus gearrtar cuid an úis de chíosanna léasa airgeadais ar an gcuntas brabúis agus cailleanais ar bhonn anáide.

Léasanna Oibriúcháin

Áirítear léasanna ina bhfuil na rioscaí agus torthaí uile na húinéireachta á gcoinneáil go substainteach ag an léasóir mar léasanna oibriúcháin. Gearrtar íocaíochtaí a dhéantar faoi léasanna oibriúcháin ar bhrabús nó ar chaillteanas de réir méid cothrom in imeacht thréimhse an léasa.

1.11 Cáin Bhreisluacha

Tá na rannáin Áis, An Gúm, Tionscadal an Fhoclóra agus an Coiste Téarmaíochta laistigh d'Fhoras na Gaeilge cláraithe chun CBL a aiséileamh ar cheannacháin chúí agus tá cuntas déanta orthu seo glan ar CBL. Taobh amuigh de sin, ní raibh Foras na Gaeilge cláraithe do CBL agus níorbh fhéidir CBL a aiséileamh. Dá bhrí sin tá CBL san áireamh mar chaiteachas agus nuair is cúí caipitilithe i luach na Sócmhainní Seasta.

1.12 Airgeadra Tuairiscithe

Déantar bearta agus iarmhéideanna a thuirisciú in Euro agus Steirling araon. Is é an Euro airgeadra oibre na heagraíochta agus déantar bearta a thairfeadh san airgeadra sin ar dtús. Déantar bearta in airgeadraí eile nach Euro nó Steirling iad a thairfeadh ag an ráta malairte atá i bhfeidhm ar dháta an bhirt. Déantar sócmhainní agus dliteanais airgeadais in airgeadraí eile a aistriú go Euro ag na rátaí malairte a bhíonn i bhfeidhm ar dháta an chláir chomhardaithe. Breactar gnóthachain agus cailleanais réadaithe sa Chuntas Ioncaim agus Caiteachais. In Euro a tuairiscíodh méideanna aistrithe sa Chuntas Ioncaim agus Caiteachais, sa Ráiteas ar Shreabhadh Airgid, sa Chlár Comhardaithe agus sna nótaí a ghabhann leo. Ba é an ráta malairte a úsáideadh sa ráiteas ar staid an airgeadais €1=Stg£0.8945 (an ráta malairte ar dháta an ráitis ar staid an airgeadais) agus ba é an ráta a úsáideadh don Chuntas Ioncaim agus Caiteachais €1=Stg£0.8847 (an meánráta malairte i rith na bliana dar chríoch 31 Nollaig 2018).

1.13 Deontais Iníoctha

Maidir le deontais a bhíonn iníoctha le tríú páirtithe, breactar sa Chuntas Ioncaim agus Caiteachais iad sa bhliain a ndéanann an faighteoir an ghníomhaíocht a chruthaíonn teidlíocht.

1.14 Deontais Infhála

Aithnítear deontais ioncaim mar ioncam sa tréimhse ina bhfaightear iad. Cuirtear deontais chaipitil leis an gcúlchiste deontais chaipitil agus scaoiltear iad leis an gCuntas Ioncaim agus Caiteachais i gcomhréir leis an dímheas a ghearrtar ar an tsócmhainn ábhartha.

1.15 Capital Grant Reserve

The Government Grant Reserve represents the unamortised value of income used for capital purposes.

2. GRANTS FROM THE DEPARTMENTS

	2018 Grant Revenue €	2018 Grant Capital €	2018 Grant Total €	2017 Grant Revenue €	2017 Grant Capital €	2017 Grant Total €
Department of Culture, Heritage & the Gaeltacht (DCHG) Vote 33 Subhead D (note (i))	10,872,099	27,583	10,899,682	10,953,865	84,572	11,038,437
DCHG Other funding	-	-	-	500,369	-	500,369
Department for Communities (DfC) (note (i))	3,628,224	9,195	3,637,419	3,615,082	28,191	3,643,273
DCHG - Clár na Leabhar Gaeilge (Note (ii)) Vote 33 Subhead D	1,072,339	678	1,073,017	1,060,120	1,046	1,061,166
DCHG – Colmcille (Note (iii)) Vote 33 Subhead D	110,634	-	110,634	106,010	-	106,010
DfC – Colmcille (Note (iii))	110,077	-	110,077	104,659	-	104,659
DCHG – Líonraí & Bailte Seirbhíse Vote 33 Subhead C.10	93,960	-	93,960	59,053	-	59,053
DCHG – Bliain na Gaeilge Vote 33 Subhead D.3	536,657	-	536,657	-	-	-
DfC – Clár na Leabhar Gaeilge	3,679	-	3,679	-	-	-
Department of Education & Skills (DES) – Gaelbharratach Vote 26	25,000	-	25,000	-	-	-
Total	16,452,669	37,456	16,490,125	16,399,158	113,809	16,512,967

	2018 Grant Revenue Stg£	2018 Grant Capital Stg£	2018 Grant Total Stg£	2017 Grant Revenue Stg£	2017 Grant Capital Stg£	2017 Grant Total Stg£
Department of Culture, Heritage & the Gaeltacht (DCHG) Vote 33 Subhead D (note (i))	9,618,546	24,403	9,642,949	9,603,253	74,145	9,677,398
DCHG Other funding	-	-	-	438,674	-	438,674
Department for Communities (DfC) (i)	3,209,890	8,134	3,218,024	3,169,342	24,715	3,194,057
DCHG – Clár na Leabhar Gaeilge (Note (ii)) Vote 33 Subhead D	948,698	600	949,298	929,407	917	930,324
DCHG – Colmcille (Note (iii)) Vote 33 Subhead D	97,878	-	97,878	92,939	-	92,939
DfC – Colmcille (Note (iii))	97,385	-	97,385	91,755	-	91,755
DCHG – Líonraí & Bailte Seirbhíse Vote 33 Subhead C.10	83,126	-	83,126	51,772	-	51,772
DCHG – Bliain na Gaeilge Vote 33 Subhead D.3	474,780	-	474,780	-	-	-
DfC – Clár na Leabhar Gaeilge	3,255	-	3,255	-	-	-
Department of Education & Skills (DES) – Gaelbharratach Vote 26	22,117	-	22,117	-	-	-
Total	14,555,675	33,137	14,588,812	14,377,142	99,777	14,476,919

The Body was paid grants from money voted by Dáil Éireann and the Northern Ireland Assembly.

Note (i) DCHG and DfC provide this ring fenced funding to Foras na Gaeilge in a 75:25 ratio.

Note (ii) DCHG provide this ring fenced funding to Foras na Gaeilge for Clár na Leabhar Gaeilge.

Note (iii) DCHG and DfC provide ring fenced funding to Foras na Gaeilge for Colmcille in a 50:50 ratio.

1.15 Cúlchiste Deontais Chaipitil

Is ionann an Cúlchiste Deontais Chaipitil agus an luach gan amúchadh ar an ioncam a caitheadh i leith críocha caipitil.

2. DEONTAIS Ó NA RANNA

	2018	2018	2018	2017	2017	2017
	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais
	€	€	€	€	€	€
An Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG) Vóta 33 Fomhír D (nóta (i))	10,872,099	27,583	10,899,682	10,953,865	84,572	11,038,437
RCOG Maoiniú eile	-	-	-	500,369	-	500,369
An Roinn Pobal (RP) (nóta (i))	3,628,224	9,195	3,637,419	3,615,082	28,191	3,643,273
RCOG - Clár na Leabhar Gaeilge (Nóta (ii)) Vóta 33 Fomhír D	1,072,339	678	1,073,017	1,060,120	1,046	1,061,166
RCOG - Colmcille (Nóta (iii)) Vóta 33 Fotheideal D	110,634	-	110,634	106,010	-	106,010
RP – Colmcille (Nóta (iii))	110,077	-	110,077	104,659	-	104,659
RCOG – Líonraí & Bailte Seirbhíse Vóta 33 Fomhír C.10	93,960	-	93,960	59,053	-	59,053
RCOG – Bliain na Gaeilge Vóta 33 Fomhír D.3	536,657	-	536,657	-	-	-
RP – Clár na Leabhar Gaeilge Roinn Oideachais & Scileanna (RO&S) – Gaelbhreatach Vóta 26	3,679	-	3,679	-	-	-
	25,000	-	25,000	-	-	-
Iomlán	16,452,669	37,456	16,490,125	16,399,158	113,809	16,512,967

	2018	2018	2018	2017	2017	2017
	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais	Ioncam ó Dheontais	Caipiteal Deontais	Ioncam Iomlán ó Dheontais
	Stg£	Stg£	Stg£	Stg£	Stg£	Stg£
An Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG) Vóta 33 Fomhír D (nóta (i))	9,618,546	24,403	9,642,949	9,603,253	74,145	9,677,398
RCOG Maoiniú eile	-	-	-	438,674	-	438,674
An Roinn Pobal (RP) (nóta (i))	3,209,890	8,134	3,218,024	3,169,342	24,715	3,194,057
RCOG - Clár na Leabhar Gaeilge (Nóta (ii)) Vóta 33 Fomhír D	948,698	600	949,298	929,407	917	930,324
RCOG - Colmcille (Nóta (iii)) Vóta 33 Fotheideal D	97,878	-	97,878	92,939	-	92,939
RP – Colmcille (Nóta (iii))	97,385	-	97,385	91,755	-	91,755
RCOG – Líonraí & Bailte Seirbhíse Vóta 33 Fomhír C.10	83,126	-	83,126	51,772	-	51,772
RCOG – Bliain na Gaeilge Vóta 33 Fomhír D.3	474,780	-	474,780	-	-	-
RP – Clár na Leabhar Gaeilge Roinn Oideachais & Scileanna (RO&S) – Gaelbhreatach Vóta 26	3,255	-	3,255	-	-	-
	22,117	-	22,117	-	-	-
Iomlán	14,555,675	33,137	14,588,812	14,377,142	99,777	14,476,919

Íocadh deontais leis an bhForas ó airgead a vótáil Dáil Éireann agus Tionól Thuaisceart Éireann.

Nóta (i) Cuireann an RCOG agus an RP maoiniú imfhálaithe ar fáil d'Fhoras na Gaeilge i gcomhréir 75:25.

Nóta (ii) Cuireann an RCOG maoiniú imfhálaithe ar fáil do Chlár na Leabhar Gaeilge.

Nóta (iii) Cuireann an RCOG agus an RP maoiniú imfhálaithe ar fáil d'Fhoras na Gaeilge i leith gníomhaíochtaí Cholmcille i gcomhréir 50:50.

3. DIRECT PRINTING AND DISTRIBUTION COSTS

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Book Purchases and Distribution Costs (Áis)	314,242	278,010	397,255	348,274
Printing and Production Costs (An Gúm)	387,809	343,094	426,175	373,627
Write-off of obsolete stock (An Gúm) (i)	212,056	187,606	-	-
Total	914,107	808,710	823,430	721,901

(i) Following a review of stock, the Board wrote off an amount of €212,056 (Stg£187,606) in respect of obsolete publications and textbooks held which have no resale value.

4. OTHER OPERATING INCOME

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Early Education Scheme - (Séideán Sí) Vote 26	9,398	8,314	43,599	38,223
Miscellaneous Income Dictionary Project	675	597	2,435	2,135
Other Income - Other Words	-	-	-	-
Interest and miscellaneous income FNAG	45,886	40,595	16,340	14,325
Total	55,959	49,506	62,374	54,683

The net cost of the Early Education Scheme, after proceeds of sales of Séideán Sí books by Áis, is funded by the Department of Education and Skills.

5. STAFF COSTS AND BOARD REMUNERATION

- (a) The average weekly number of employees (full time equivalent) for 2018: 57 (2017: 58).
- (b) The costs incurred in respect of these employees and Board members were:

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Wages and Salaries	2,970,594	2,628,085	2,978,726	2,611,450
Board Member Fees	74,184	65,631	79,437	69,642
Social Security Costs	254,730	225,360	253,197	221,977
Pension Costs	2,099,000	1,856,985	2,024,000	1,774,441
Total Staff Costs	5,398,508	4,776,061	5,335,360	4,677,510

During the year, pension related deductions amounting to €112,332 (Stg£99,380) were paid over to the Department of Culture, Heritage and the Gaeltacht.

For further information regarding the pay and pension packages of the senior management, staff and board please see the Remuneration Report in the Annual Report.

6. PERFORMANCE AGAINST KEY FINANCIAL TARGETS

The Department of Culture, Heritage and the Gaeltacht and the Department for Communities did not consider it appropriate to set key financial targets for Foras na Gaeilge for the year ended 31 December 2018.

Foras na Gaeilge is accountable to the NSMC and to the Ministers in the Sponsoring Departments. Foras na Gaeilge reports formally to the NSMC at periodic sectoral meetings (when the NSMC is in session) and to Sponsoring Departments on a regular basis at monitoring meetings. Foras na Gaeilge also has a Service Level Agreement with the Departments in place for 2018 which sets out the primary areas of focus and responsibility and the method by which they are assessed for the year.

3. COSTAIS DHÍREACHA PHRIONTÁLA AGUS DÁILTE

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Ceannacháin leabhar agus costais dáiliúchán (Áis)	314,242	278,010	397,255	348,274
Costais chló agus táirgthe (An Gúm)	387,809	343,094	426,175	373,627
Diúscairt ar stoic as feidhm (An Gúm) (i)	212,056	187,606	-	-
Iomlán	914,107	808,710	823,430	721,901

(i) Tar éis go ndearnadh athbhreithniú stoic, rinne an Bord díscríobh ar shuim €212,056 (Stg£187,606) i dtaca le foilseacháin as feidhm agus téacsleabhair a bhí coimeáda nach bhfuil aon luach athdhíola orthu.

4. IONCAM OIBRIÚCHÁIN EILE

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Scéim Luathoideachais - (Séideán Sí) Vóta 26	9,398	8,314	43,599	38,223
Ioncam ilchineálach Thionscadal an Fhoclóra	675	597	2,435	2,135
Ioncam eile - (Focail eile)	-	-	-	-
Ús agus ioncam eile FNAG	45,886	40,595	16,340	14,325
Iomlán	55,959	49,506	62,374	54,683

Maoiníonn an Roinn Oideachais agus Scileanna glanchostas na Scéime Luathoideachais is é sin le rá, tar éis díolachán leabhair Shéideán Sí ag Áis a chur san áireamh.

5. COSTAIS FOIRNE AGUS LUACH SAOTHAIR AN BHOIRD

(a) Ba é meánlíon seachtainiúil fostaithe (coibhéis lánaimseartha) sa bhliain 2018: 57 (2017: 58).

(b) Ba iad na costais tabhaithe i leith na bhfostaithe agus na gcomhaltaí boird:

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Tuarastail agus pá	2,970,594	2,628,085	2,978,726	2,611,450
Táillí comhaltaí boird	74,184	65,631	79,437	69,642
Costais leasa shóisialaigh	254,730	225,360	253,197	221,977
Costais phinsin	2,099,000	1,856,985	2,024,000	1,774,441
Iomlán na gCostas Foirne	5,398,508	4,776,061	5,335,360	4,677,510

Le linn na bliana baineadh €112,332 (Stg£99,380) d'asbhaintí pinsin agus íocadh é leis an Roinn Cultúir, Oidhreachta agus Gaeltachta.

Le haghaidh tuilleadh eolais maidir le socrúithe pá agus pinsin na hardbhainistíochta, na foirne agus na gcomhaltaí boird, féach ar an Tuarascáil ar Luach Saothair sa Tuarascáil Bhliantúil.

6. FEIDHMIÚ IN AGHAIDH EOCHAIR-SPRIOCANNA AIRGEADAIS

Níor chreid an Roinn Cultúir, Oidhreachta agus Gaeltachta agus an Roinn Pobal go mbeadh sé iomchuí eochair-spriocanna airgeadais a leagan ar Fhoras na Gaeilge don bhliain dár chríoch 31 Nollaig 2018.

Tá Foras na Gaeilge freagrach don CATT agus do na hAiri sna Ranna Urraíochta. Tuairiscíonn Foras na Gaeilge go foirmiúil don CATT ag cruinnithe rialta earnála (nuair a bhíonn an CATT ina shuí) agus do na Ranna Urraíochta ar bhonn rialta ag cruinnithe monatóireachta. Chomh maith leis sin, tá Comhaontú Seirbhíse do 2018 ag Foras na Gaeilge leis na Ranna Urraíochta, comhaontú a leagann amach príomhábhair fócais agus freagrachta, mar aon leis an gcaoi a ndéanfar measúnú ar an bhForas don bhliain.

7. OTHER OPERATING COSTS

	2018 €	2018 Stg£	2017 €	2017 Stg£
<u>Internal Programme Costs</u>				
Internal Programmes & Activities	281,539	249,077	265,313	232,600
Communications & Sponsorship	382,447	338,351	409,374	358,898
Irish in the Business Community	76,396	67,587	87,721	76,905
Dictionary Project (i)	230,099	203,569	158,473	138,933
Corpus (ii)	37,929	33,556	35,926	31,496
Tibus national database	11,529	10,200	11,435	10,025
Terminology database and facilitator	-	-	15,974	14,004
Sketch Engine	17,489	15,473	17,489	15,333
Early Education Scheme	101,023	89,375	125,736	110,233
Website (maintenance and development)	40,131	35,504	28,935	25,367
	1,178,582	1,042,692	1,156,376	1,013,794
<u>Administration Expenses</u>				
Travel & Subsistence (iii)	198,826	175,902	189,801	166,397
Office, Printing & Stationery	126,154	111,608	96,334	84,456
Consultancy (iv)	45,896	40,605	16,174	14,180
The Partnership Approach	3,376	2,987	7,830	6,865
Legal & Professional Services	19,724	17,450	41,648	36,513
Outsourcing	143,286	126,765	103,451	90,696
Audit	27,000	23,887	24,000	21,041
Telecommunications & Postage	74,291	65,725	84,131	73,757
Training & Staff Development	53,817	47,612	20,657	18,110
Recruitment	3,625	3,207	17,980	15,763
Pension Administration Costs	23,260	20,578	19,902	17,448
Distribution	13,300	11,766	12,565	11,016
Subscriptions	8,728	7,722	8,422	7,384
	741,283	655,814	642,895	563,626
<u>Establishment Expenses</u>				
Rent & Rates	723,106	639,732	561,912	492,628
Repairs & Renewals	14,618	12,933	26,801	23,496
Licence for Software	33,057	29,246	10,053	8,813
Lifts in the Head Office	150	133	2,322	2,036
Light & Heat	64,237	56,830	62,112	54,454
Insurance	47,683	42,185	36,014	31,574
Cleaning & Canteen	67,777	59,963	63,186	55,395
Office Relocation	(1,435)	(1,270)	238,990	209,523
	949,193	839,752	1,001,390	877,919
<u>Financial Charges</u>				
Bank Interest and Charges	4,007	3,545	4,560	3,997
Adjustment to Áis Bad Debts Provision	-	-	(17,186)	(15,067)
Foreign Exchange Loss/(Gain)	19,279	17,056	16,000	14,029
	23,286	20,601	3,374	2,959
Total	2,892,344	2,558,859	2,804,035	2,458,298

- (i) In 2018, Foras na Gaeilge incurred expenditure of €201,508 (Stg£178,274) in relation to its various dictionary projects. The largest of these is the New English-Irish Dictionary, which commenced in 2000 with the aim of producing a printed dictionary; the scope of the project was later changed to prioritise the development of a web-based dictionary and a dictionary app. The website and app versions have been completed since year-end 2016, and at year-end 2018 the print version was 76% complete (due for publication in 2020). Expenditure will be incurred in future years in completing the printed dictionary and in maintaining and enhancing the electronic dictionaries. The above project does not include broader/longer-term lexicography work: websites teanglann.ie (containing digitised versions of older dictionaries, grammar files and sound files) and corpus.focloir.ie, the Irish-language corpus.

7. COSTAIS OIBRIÚCHÁIN EILE

	2018 €	2018 Stg£	2017 €	2017 Stg£
<u>Costais na gClár</u>				
Cláir & Gníomhaíochtaí Inmheánacha	281,539	249,077	265,313	232,600
Cumarsáid & Urraíocht	382,447	338,351	409,374	358,898
Gaeilge i measc an Phobail Ghnó	76,396	67,587	87,721	76,905
Tionscnamh an Fhoclóra (i)	230,099	203,569	158,473	138,933
Corpas na Gaeilge Labhartha (ii)	37,929	33,556	35,926	31,496
Bunachar Náisiúnta Tibus	11,529	10,200	11,435	10,025
Bunachar agus Éascaitheoir Téarmaíochta	-	-	15,974	14,004
Sketch Engine	17,489	15,473	17,489	15,333
Scéim Luathoideachais	101,023	89,375	125,736	110,233
Suíomh gréasáin (cothabháil agus forbairt)	40,131	35,504	28,935	25,367
	1,178,582	1,042,692	1,156,376	1,013,794
<u>Costais Riaracháin</u>				
Taisteal & cothú (iii)	198,826	175,902	189,801	166,397
Oifig, priontáil & stáiseanóireacht	126,154	111,608	96,334	84,456
Sainchomhairliúchán (iv)	45,896	40,605	16,174	14,180
An cur chuige comhpháirtíochta	3,376	2,987	7,830	6,865
Seirbhísí dlí & gairmiúla	19,724	17,450	41,648	36,513
Seachfhoinisíú	143,286	126,765	103,451	90,696
Iniúchadh	27,000	23,887	24,000	21,041
Teileachumarsáid & postas	74,291	65,725	84,131	73,757
Oiliúint & forbairt foirne	53,817	47,612	20,657	18,110
Earcaíocht	3,625	3,207	17,980	15,763
Costais riartha pinsin	23,260	20,578	19,902	17,448
Dáileadh	13,300	11,766	12,565	11,016
Sintíúis	8,728	7,722	8,422	7,384
	741,283	655,814	642,895	563,626
<u>Costais Bhunaíochta</u>				
Cíos & Rátaí	723,106	639,732	561,912	492,628
Deisiúcháin & athnuachaintí	14,618	12,933	26,801	23,496
Ceadúnas bogearraí	33,057	29,246	10,053	8,813
Ardaítheoirí sa cheannoifig	150	133	2,322	2,036
Solas & teas	64,237	56,830	62,112	54,454
Árachas	47,683	42,185	36,014	31,574
Glanadh & ceaintín	67,777	59,963	63,186	55,395
Athlonnú Oifige	(1,435)	(1,270)	238,990	209,523
	949,193	839,752	1,001,390	877,919
<u>Muirir Airgeadais</u>				
Muirir & ús bainc	4,007	3,545	4,560	3,997
Coigeartú ar sholáthar drochfhiacha Áis	-	-	(17,186)	(15,067)
Caillteanas/(Gnóthachan) in airgeadra coigríche	19,279	17,056	16,000	14,029
	23,286	20,601	3,374	2,959
Iomlán	2,892,344	2,558,859	2,804,035	2,458,298

- (i) Tharraing Foras na Gaeilge caiteachas de €201,508 (Stg£178,274) air féin i dtaobh a chuid tionscadal foclóireachta. Is é an tionscadal is mó ná an Foclóir Nua Béarla-Gaeilge. Thosaigh an tionscadal seo in 2000, agus é mar aidhm aige foclóir clóite a chur amach; athraíodh scóip an tionscadail le tosaíocht a chur ar fhoclóir ar líne agus aip an fhoclóra a fhorbairt. Cuireadh na leaganacha ar líne agus aipe den fhoclóir i gcrích ó dheireadh na bliana 2016, agus ag deireadh na bliana 2018, bhí an leagan clóite de 76% curtha i gcrích (le foilsíú in 2020). Tarraingeofar tuilleadh caiteachais ar Foras na Gaeilge amach anseo agus an leagan clóite den fhoclóir á chur i gcrích, agus leis na foclóirí leictreonacha a chaomhnú agus a feabhsú. Níl obair fhoclóireachta níos leithne/fadtéarmaí: na suíomhanna idirlín teaglann.ie (ina bhfuil fáil ar leaganacha digiteacha d'fhoclóirí níos sine, comhaid ghramadaí agus comhaid fhuaimne) agus corpas.focloir.ie, corpas na Gaeilge, san áireamh sa tionscadal seo thuas.

- (ii) A Corpus is a very large collection of texts of all types, which can be analysed for information on language usage and patterns. It is an essential infrastructure component for modern dictionaries.
- (iii) Foreign Travel in 2018 amounted to €8,443/ Stg£7,469 (2017: €6,594 / Stg£5,781).
- (iv) Consultancy expenditure relating to Language Planning, a review of Irish Language Media funded by Foras na Gaeilge and the development of Software amounted to €45,891/ Stg£40,600. Consultancy expenditure relating to accountancy software and language planning in 2017 amounted to (€16,174 / £14,180).

8. GRANTS

Foras na Gaeilge makes offers of grant assistance which, if accepted, remain valid as commitments of the organisation. Such offers are de-committed when the offer period has expired or the circumstances alter.

The total net grant commitment authorised in respect of Foras na Gaeilge in 2018 was **€10,555,421/ Stg£9,338,381**.

(2017: €8,577,134 /Stg£7,519,573).

	2018 €	2018 Stg£	2017 €	2017 Stg£
Grant Commitments at 1 January	10,157,542	9,011,771	11,258,937	9,639,902
Grant Approvals in the year	10,711,059	9,476,074	8,633,786	7,569,240
Grants De-committed in the year	(155,638)	(137,693)	(56,652)	(49,667)
Total net grant commitment authorised	10,555,421	9,338,381	8,577,134	7,519,573
Grant Expenditure	(10,230,948)	(9,051,320)	(9,565,748)	(8,386,291)
Grant Commitments at 31 December	10,482,015	9,298,832	10,270,323	8,773,184
Currency translation adjustment (Note 1.12)	(29,198)	51,213	(112,781)	238,587
Grant Commitments at 31 December as restated	10,452,817	9,350,045	10,157,542	9,011,771

- The currency translation adjustment shows the change in the value of grants approved (to reflect changes in rates of currency exchange).

Grant Payments to Lead Organisations

Foras na Gaeilge provides a significant percentage of its grant assistance to 6 lead organisations. Details of the payments made in 2018 and 2017 are set out in the table below:

	2018 €	2018 Stg£	2017 €	2017 Stg£
Gaeoideachas	712,686	630,513	708,562	621,179
Gael Linn	641,783	567,785	650,183	569,999
Glór na nGael	1,078,615	954,251	1,102,615	966,635
Oireachtas na Gaeilge	622,594	550,809	622,594	545,813
Conradh na Gaeilge	832,457	736,475	832,457	729,794
Cumann na bhFiann	745,136	659,222	732,736	642,371
Total	4,633,271	4,099,055	4,649,147	4,075,791

- (ii) Is bailiúchán ollmhór téacsanna ilghnéitheach é Corpas, ar féidir anailís a dhéanamh orthu i gcomhar eolas ar úsáid agus pátrúin teanga. Is comhbhall riachtanach é de bhonneagar foclóra nua-aimseartha.
- (iii) Ba é an méid a caitheadh ar thaisteal thar lear in 2018 ná €8,442.90/ Stg£7,469.43 (2017:€6,594 / Stg£5,781).
- (iv) In 2018, caitheadh €45,891.12/ Stg£40,599.87 ar chomhairleoireacht ar an bpleanáil teanga, ar athbhreithniú ar chomhlachtaí sna Meáin Ghaeilge a fhaigheann maoiniú ó Fhoras na Gaeilge, agus ar fhorbairt bogearraí. In 2017, caitheadh €16,174 / Stg£14,180 ar chomhairleoireacht maidir le bogearraí cuntasáíochta agus ar an bpleanáil teanga.

8. DEONTAIS

Cuireann Foras na Gaeilge tairiscintí cúnamh dheontais ar fáil agus, má ghlactar leo, fanann siad bailí mar cheangaltais ar an eagraíocht. Díthiomnaítear na tairiscintí sin nuair atá tréimhse na tairisceana in éag nó má athraítear cúinsí.

Ba é **€10,555,421/ Stg£9,338,381** an glandliteanas iomlán deontais a údaraíodh maidir le Foras na Gaeilge in 2018 (2017: €8,577,134 /Stg£7,519,573).

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Ceangaltais deontas amhail an 1 Eanáir	10,157,542	9,011,771	11,258,937	9,639,902
Deontais cheadaithe sa bhliain	10,711,059	9,476,074	8,633,786	7,569,240
Deontais díthiomnaithe sa bhliain	(155,638)	(137,693)	(56,652)	(49,667)
Glandliteanas iomlán deontais a údaraíodh	10,555,421	9,338,381	8,577,134	7,519,573
Caiteachas deontais	(10,230,948)	(9,051,320)	(9,565,748)	(8,386,291)
Ceangaltais deontais amhail an 31 Nollaig	10,482,015	9,298,832	10,270,32	8,773,184
Coigeartú aistriithe airgeadra (nóta 1.12)	(29,198)	51,213	(112,781)	238,587
Ceangaltais deontais amhail an 31 Nollaig athshonraithe	10,452,817	9,350,045	10,157,542	9,011,771

- Léiríonn an coigeartú don aistriú airgeadra an t-athrú i luach deontais cheadaithe (chun athruithe i rátaí malairte airgeadra a léiriú).

Íocaíochtaí Deontais do Cheanneagraíochtaí

Tugann Foras na Gaeilge méid suntasach dá chúnadh airgid i ndeontais do 6 cheanneagraíocht. Seo thíos sonraí na n-íocaíochtaí a rinneadh in 2018 agus 2017:

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Gaeleoidéachas	712,686	630,513	708,562	621,179
Gael Linn	641,783	567,785	650,183	569,999
Glór na nGael	1,078,615	954,251	1,102,615	966,635
Oireachtas na Gaeilge	622,594	550,809	622,594	545,813
Conradh na Gaeilge	832,457	736,475	832,457	729,794
Cumann na bhFiann	745,136	659,222	732,736	642,371
Iomlán	4,633,271	4,099,055	4,649,147	4,075,791

The Lead Organisations below are responsible for the following major areas and work relating to the Irish language:

Lead Organisation	General Area of Work
Gaelscoileanna Teo.	Irish Medium Education/Immersion Education & Irish Medium Preschool Education
Gael Linn	Education in the English language sector, adult education, & opportunities for use for school pupils
Glór na nGael	Community & Social-Economic Development
Oireachtas na Gaeilge	Opportunities which support the use of Irish & establishing networks for adults
Conradh na Gaeilge	Raising awareness, language protection & advocacy on behalf of the language to state authorities
Cumann na bhFiann	The development of opportunities for the use of Irish and networks for young people

9. FIXED ASSETS

	Office Furniture	Office Equipment	Motor Vehicles	Total
	€	€	€	€
COST				
At 1 January 2018	118,887	651,448	24,555	794,890
Additions	-	37,456	-	37,456
Disposals	-	-	-	-
At 31 December 2018	118,887	688,904	24,555	832,346
ACCUMULATED DEPRECIATION				
At 1 January 2018	88,020	580,667	24,555	693,242
Charge for the year	3,547	41,055	-	44,602
Disposals	-	-	-	-
At 31 December 2018	91,567	621,722	24,555	737,844
NET BOOK VALUE				
At 31 December 2018 (€)	27,320	67,182	-	94,502
At 31 December 2018 (Stg£)	24,170	59,435	-	83,605
Currency translation adjustment	268	658	-	926
As 31 December 2018 (Stg£) as restated	24,438	60,093	-	84,531
At 31 December 2017 (€)	30,864	70,782	-	101,646
At 31 December 2017 (Stg£)	27,382	62,798	-	90,180

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year end exchange rates and their net book value stated at historic rates of exchange.

Tá na ceannagraíochtaí freagrach as na réimsí oibre Gaeilge seo a leanas:

Ceannagraíocht	Mór-réimse Oibre
Gaelscoileanna Teo.	Gaeloideachas/Tumoideachas agus Réamhscolaíocht Lán-Ghaeilge
Gael Linn	Oideachas in earnáil an Bhéarla agus d'aoisigh, agus deiseanna úsáide do dhaltai scoile
Glór na nGael	Forbairt Pobail agus Eacnamaíochta
Oireachtas na Gaeilge	Deiseanna a thacaíonn le hÚsáid na Gaeilge agus le bunú gréasán do dhaoine fásta
Conradh na Gaeilge	Ardú Feasachta, Cosaint Teanga agus Ionadaíocht thar ceann na teanga le húdaráis stáit
Cumann na bhFiann	Forbairt Deiseanna Úsáide Gaeilge agus Gréasán do Dhaoine Óga

9. SÓCMHAINNÍ SEASTA

	Troscán Oifige	Trealamh Oifige	Mótarfheithiclí	Iomlán
	€	€	€	€
COSTAS				
Amhail 1 Eanáir 20	118,887	651,448	24,555	794,890
Breiseanna	-	37,456	-	37,456
Díúscairtí	-	-	-	-
Amhail 31 Nollaig 2018	118,887	688,904	24,555	832,346
DÍMHEAS CARNTHA				
Amhail 1 Eanáir 2018	88,020	580,667	24,555	693,242
Muirear don bhliain	3,547	41,055	-	44,602
Díúscairtí	-	-	-	-
Amhail 31 Nollaig 2018	91,567	621,722	24,555	737,844
GLANLUACH DE RÉIR NA LEABHAR				
Amhail 31 Nollaig 2018 (€)	27,320	67,182	-	94,502
Amhail an 31 Nollaig 2018 (Stg£)	24,170	59,435	-	83,605
Coigeartú ar airgeadra a aistriú	268	658	-	926
Amhail 31 Nollaig 2018 (Stg£) arna athlua	24,438	60,093	-	84,531
Amhail 31 Nollaig 2017 (€)	30,864	70,782	-	101,646
Amhail 31 Nollaig 2017 (Stg£)	27,382	62,798	-	90,180

Léiríonn an coigeartú don aistriú airgeadra an difríocht idir glanluach shócmhainní seasta de réir na leabhar, ríofa ag baint úsáide as rátaí malairte dheireadh na bliana, agus a nglanluach de réir na leabhar luaite ag rátaí malairte stairiúla.

10. STOCK

	2018	2018	2017	2017
	€	Stg£	€	Stg£
An Gúm: Book Stock	138,815	124,170	470,446	417,381
Áis: Book Stock	409,739	366,512	265,577	235,618
Total	548,554	490,682	736,023	652,999

11. RECEIVABLES DUE WITHIN ONE YEAR

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Receivables	480,453	429,765	515,945	457,747
Other Receivables	9,771	8,741	13,925	12,354
Receivables Sponsor Departments	-	-	31,975	28,368
Early Education Scheme	2,809	2,513	3,215	2,852
Prepayments	225,079	201,333	346,835	307,712
Repayment of VAT	39,979	35,761	19,185	17,021
Total	758,091	678,113	931,080	826,054

12. PAYABLES DUE WITHIN ONE YEAR

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Grant Liabilities	50,097	44,812	8,872	7,871
PAYE/PRSI	76,327	68,275	77,069	68,376
Payables & Accruals	137,822	123,282	158,953	141,022
Total	264,246	236,369	244,894	217,269

13. CAPITAL GRANT RESERVE

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Opening balance at 1 January	101,646	90,180	34,560	29,591
Capital Grant Received	37,456	33,137	113,809	99,777
	139,102	123,317	148,369	129,368
Transfer to Income and Expenditure Account				
Amortisation of Fixed Assets	(44,602)	(39,460)	(46,723)	(40,962)
Currency translation adjustment	-	672	-	1,774
Closing balance at 31 December	94,500	84,529	101,646	90,180

10. STOC

	2018	2018	2017	2017
	€	Stg£	€	Stg£
An Gúm: stoc leabhar	138,815	124,170	470,446	417,381
Áis: stoc leabhar	409,739	366,512	265,577	235,618
Iomlán	548,554	490,682	736,023	652,999

11. FÉICHIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Féichiúnaithe	480,453	429,765	515,945	457,747
Féichiúnaithe eile	9,771	8,741	13,925	12,354
Féichiúnaithe ranna maoinithe	-	-	31,975	28,368
Scéim luathoideachais	2,809	2,513	3,215	2,852
Réamhíocaíochtaí	225,079	201,333	346,835	307,712
Aisíoc CBL	39,979	35,761	19,185	17,021
Iomlán	758,091	678,113	931,080	826,054

12. CREIDIÚNAITHE DLITE LAISTIGH D'AON BHLIAIN AMHÁIN

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Dlíteanais deontas	50,097	44,812	8,872	7,871
ÍMAT/ÁSPC	76,327	68,275	77,069	68,376
Creidiúnaithe agus fabhruithe	137,822	123,282	158,953	141,022
Iomlán	264,246	236,369	244,894	217,269

13. CÚLCHISTE DEONTAIS CHAIPITIL

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Iarmhéid tosaigh amhail an 1 Eanáir	101,646	90,180	34,560	29,591
Deontas Caipitil Faighte	37,456	33,137	113,809	99,777
	139,102	123,317	148,369	129,368
Aistriú chuig an gCuntas Ioncaim agus Caiteachais				
Maitheamh sócmhainní seasta	(44,602)	(39,460)	(46,723)	(40,962)
Coigeartú ar airgeadra a aistriú	-	672	-	1,774
Iarmhéid deiridh amhail an 31 Nollaig	94,500	84,529	101,646	90,180

14. NOTES TO THE STATEMENT OF CASH FLOWS

a. RECONCILIATION OF THE (DEFICIT)/SURPLUS FOR THE YEAR TO NET CASH (OUTFLOW)/INFLOW FROM OPERATING ACTIVITIES

	2018 €	2018 Stg£	2017 €	2017 Stg£
(Deficit)/Surplus for the year	(421,803)	(373,174)	257,207	225,493
Adjustment for non-cash transactions				
Depreciation	(44,602)	(39,460)	(46,723)	(40,962)
Transfer from Capital Grant Reserve	44,602	39,460	46,723	40,962
	(421,803)	(373,174)	257,207	225,493
Adjustments for movements in working capital				
Decrease/(Increase) in Stock	187,469	162,319	75,609	41,918
Decrease/(Increase) in Receivables	172,989	147,940	(176,927)	(180,349)
Increase/(Decrease) in Payables	19,350	19,097	(35,760)	(23,026)
	379,808	329,356	(137,078)	(161,457)
Currency translation adjustment	-	11,230	-	59,973
Net cash (Outflow)/Inflow from operating activities	(41,995)	(32,588)	120,129	124,009

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

b. ANALYSIS OF CHANGE IN CASH AND CASH EQUIVALENTS

	2018 €	2018 Stg£	2017 €	2017 Stg£
Cash in Bank at 1 January	682,444	605,466	562,315	481,457
Net Cash (Outflow)/Inflow from operating activities	(41,995)	(32,588)	120,129	124,009
Cash in Bank at 31 December	640,449	572,878	682,444	605,466

14. NÓTAÍ A GHABHANN LEIS AN RÁITEAS FAOI SHREABHADH AIRGID

a. RÉITEACH AN (EASNAIMH)/BHARRACHAIS DON TRÉIMHSE LEIS AN NGLAN-INSREABHADH AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2018	2018	2017	2017
	€	Stg£	€	Stg£
(Easnamh) / Barrachas don bhliain	(421,803)	(373,174)	257,207	225,493
Coigeartú i leith idirbhearta nach idirbhearta airgid				
Dímheas	(44,602)	(39,460)	(46,723)	(40,962)
Aistriú ó chúlchiste deontais chaipitil	44,602	39,460	46,723	40,962
	(421,803)	(373,174)	257,207	225,493
Coigeartuithe i leith gluaiseachtaí i gcaipiteal oibre				
Laghdú/(Méadú) ar an Stoc	187,469	162,319	75,609	41,918
Laghdú/(Méadú) ar na Féichiúnaithe	172,989	147,940	(176,927)	(180,349)
Méadú/(Laghdú) ar na Creidiúnaithe	19,350	19,097	(35,760)	(23,026)
	379,808	329,356	(137,078)	(161,457)
Coigeartú ar airgeadra a aistriú	-	11,230	-	59,973
(Eis-sreabhadh)/Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	(41,995)	(32,588)	120,129	124,009

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athrú sna rátaí malairte i rith na bliana.

b. ANAILÍS AR ATHRUITHE AR AIRGEAD TIRIM AGUS AR CHOIBHÉISÍ AIRGID THIRIM

	2018	2018	2017	2017
	€	Stg£	€	Stg£
Airgead sa bhanc amhail an 1 Eanáir	682,444	605,466	562,315	481,457
(Eis-sreabhadh)/Insreabhadh airgid glan ó ghníomhaíochtaí oibriúcháin	(41,995)	(32,588)	120,129	124,009
Airgead sa bhanc amhail an 31 Nollaig	640,449	572,878	682,444	605,466

15. PENSION OBLIGATIONS

Pension obligations are included in the financial statements for the year ended 31 December 2018 as stated in FRS 102. The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section – this is a final salary pension arrangement with benefits modelled on the Classic section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (eightieths per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core alpha section – this is a career averaged revalued earnings pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 68 in Ireland. Pensions in payment (and deferment) increase in line with general price inflation.

Reserved Rights sections – these are a number of sections of the scheme that are modelled on the Irish public service pension schemes that employees of the North/South Bodies were members of at the point they were designated and transferred at the formation of the Bodies. These schemes are final salary pension arrangements with benefits the same as the relevant Irish public sector scheme e.g. Superannuation Scheme for Established Civil Servants. These schemes provide a pension (for non-integrated members eightieths per year of service but for integrated members two-hundredths per year of service on salary up to 3.333 times the Old Age Contributory State Pension and eightieths per year of service on salary above 3.333 times the Old Age Contributory State Pension), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 60th birthday (or 65th in the Non-Contributory Pension Scheme for Non-Established State Employees). Pensions in payment (and deferment) generally increase in line with general public sector salary inflation. The applicable Reserved Rights Schemes for Foras na Gaeilge are the Superannuation Scheme for Established Civil Servants and the Bord na Gaeilge Superannuation Scheme.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

The valuation used for FRS 102 disclosures at 31 December 2018 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2018.

15.1 Assessment of Liabilities and Costs

The assessed liabilities depend on the benefits payable from the scheme in future. The benefits are defined in the scheme's trust deed and rules as amended from time to time.

15.2 Value of Assets

The scheme is unfunded and therefore there are no assets of the scheme held in respect of employees or ex-employees of Foras na Gaeilge. Benefits paid to pensioner members are funded through the employee contributions with any excess being met by Foras na Gaeilge.

15.3 Assumptions - General

In order to assess the liabilities and costs it has been necessary to make assumptions about the future economic and demographic events that will affect the level of the benefits promised. These assumptions should be mutually compatible and lead to the best estimate of the future cash flows that will arise from the scheme's liabilities. A full list of the assumptions for the 31 December 2018 and 31 December 2017 accounting dates and the methodology of deriving these assumptions is given below.

15. DUALGAIS PHINSIN

Áirítear dualgais phinsin sna ráitis airgeadais don bhliain dar chríoch 31 Nollaig 2018 mar a léirítear in FRS 102. Roinnt rannán le struchtúir leasa éagsúla iontu atá sa scéim pinsin. Is iad na príomhranna ná:

Croí-Rannán Tuarastail Deiridh – is socrú tuarastail deiridh é seo le leasanna bunaithe ar an bPríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsin ar fáil (ochtódú do gach bliain seirbhíse), cnapshuim (trí hochtódú do gach bliain seirbhíse) agus pinsin chéile agus pinsin linbh. Is í an ghnáthaois scoir ná 60ú breithlá an bhaill. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilsciú praghsanna.

Croí-rannán Alpha – is socrú pinsin méan gairmréime athluacháilte nó scéim CARE le leasanna bunaithe ar an rannán Alpha den Phríomhscéim Pinsin Státseirbhíse i dTuaisceart Éireann é seo. Cuireann an scéim pinsin ar fáil bunaithe ar cheatadán (2.32%) de phá inphinsin de gach bliain ballraíochta gníomhach (méadaítear an pinsean ag tús gach bliana de réir gnáthbhoilsciú praghsanna) agus pinsin chéile agus pinsin linbh. Is í an ghnáthaois scoir ná Aois Phinsin Stáit an bhaill sa dlínse cuí, mar sin de 67, 68 nó idir 67 agus 68 sa RA agus 68 in Éirinn faoi láthair. Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir gnáthbhoilsciú praghsanna.

Rannáin fhorchoimeáda – is roinnt rannán den scéim iad seo bunaithe ar scéimeanna pinsin de chuid sheirbhís poiblí na hÉireann a raibh fostaithe de Chomhlachtaí Forfheidhmithe Thuaidh/Theas ina mbaill díobh nuair a ainmníodh agus aistríodh iad ag pointe bunaithe na gComhlachtaí. Is socrúithe tuarastail deiridh iad na scéimeanna seo, leis na leasanna céanna agus an scéim seirbhíse poiblí Éireannach cuí e.g. Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe. Cuireann na scéimeanna seo pinsean ar fáil (ochtódú do gach bliain seirbhíse do bhaill neamh-chomhtháite ach dhá chéadú do gach bliain seirbhíse do bhaill chomhtháite a bhí ar thuarastal thuas go 3.333 méid an Phinsin Seanaoise Ranniocaíoch Stáit), bónas nó cnapshuim (trí ochtódú do gach bliain seirbhíse) agus pinsin chéile agus pinsin linbh. Is í an ghnáthaois scoir ná 60ú breithlá an bhaill (nó 65ú sa Scéim Pinsin Neamhranniocaíoch d'Fhostaithe Stáit Neamhbhunaithe). Téann pinsin in íocaíochtaí (agus in iarchur) i méid de réir boilscithe ginearálta tuarastail na seirbhíse poiblí. Is iad na scéimeanna infheidhme Ráta Forchoimeáda d'Fhoras na Gaeilge ná an Scéim Aoisliúntais d'Fhostaithe Stáit Bunaithe agus Scéim Aoisliúntais Bhord na Gaeilge.

Beidh leasanna formhór na gcroi-bhall sna míreanna buntuarastail deireanach agus alpha agus i gcásanna formhór na mball a théann isteach sa scéim ó 1 Aibreán 2015 ar aghaidh, beidh siad ina mbaill den mhír alpha.

An luacháil a úsáideadh d'fhaisnéisiú FRS 102 ba achtúire cáilithe neamhspleách (Deloitte) a rinne é. Ullmhaíodh torthaí na bliana seo trí dhliteanais na scéime amhail an 31 Nollaig 2018, cúinsí margadh san áireamh, a thomhas.

15.1 Measúnú ar Dhliteanais agus ar Chostais

Braitheann na dliteanais mheasúnaithe ar na sochair iníoctha ón scéim sa todhchaí. Leagtar síos na sochair i ngníomhas iontaobhais na scéime agus sna rialacha mar a leasaítear ó am go ham.

15.2 Luach na Sócmhainní

Níl an scéim maoinithe agus dá réir sin ní choinnítear sócmhainní de chuid na scéime i leith fostaithe nó iarfhostaithe de chuid Fhoras na Gaeilge. Maoinítear sochair a íoctar le ballphinseanóirí trí ranniocaíochtaí fostaithe agus soláthraíonn Foras na Gaeilge aon ní breise.

15.3 Toimhdí - Ginearálta

Le measúnú a dhéanamh ar na dliteanais agus ar na costais ba ghá toimhdí a bheith ann maidir le himeachtaí eacnamaíochta agus déimeagrafaíochta sa todhchaí a mbeidh tionchar acu ar leibhéal na sochar atá geallta. Ba chóir go mbeadh na toimhdí seo ag comhordú le chéile agus gurb é an toradh a bheadh orthu ná an meastachán is fearr ar na sreabhaí airgid a thioctaidh i gceist de bharr dhliteanais na scéime. Tugtar thíos liosta iomlán de na toimhdí a bhain leis na dátaí cuntasáíochta 31 Nollaig 2018 agus 31 Nollaig 2017 agus den mhodheolaíocht a úsáideadh le teacht orthu.

15.4 Disclosure Figures

15.4.1 Principal actuarial assumptions used for the calculations

	2018	2017
Discount rate		
Republic of Ireland:	2.15%	2.10%
Northern Ireland:	2.75%	2.50%
Inflation Rate		
Republic of Ireland:	1.40%	1.65%
Northern Ireland:	2.15%	2.10%
Rate of increase in salaries		
Republic of Ireland*:	2.15%	3.00%
Northern Ireland:	2.15%	2.10%
Increase in pensions paid	Core/Reserved Rights	Core/Reserved Rights
Republic of Ireland:	1.40% or 2.15%**	1.65% or 3.00%**
Northern Ireland:	2.15%	2.10%

Mortality:

SAPS S2PA tables with allowance for future improvements in longevity in line with CMI 2017 improvements and a long term trend of 1.25%.

Average expected future life at age 65 for:	2018	2017
Male currently aged 65	21.9	22.1
Female currently aged 65	23.8	23.9
Male currently aged 45	23.3	23.5
Female currently aged 45	25.4	25.4

Withdrawals from active services

Withdrawals did not occur.

Percentage Married

It is presumed that 80% of pensioners are married at present.

Difference in the age of partners

It is presumed that married women are three years younger than their husbands.

Provision for commutation

There is no provision made for commutation at retirement.

Retirement age:

At age 63 for "Classic" members.

For Alpha members, at the age at which all benefits are payable unreduced (i.e. a member's State Pension Age).

* Our assumptions as at 31 December 2018 do not allow for the impact of changes in pension increases as a result of Circular 02/2018, or Application of 6.2 of the Public Service Stability Agreement 2018-2020 to Core pensioners – which will vary on a member to member basis.

** Certain members in the Republic of Ireland will receive pension increases in line with salary increases. Other members in the Republic of Ireland will receive pension increases in line with inflation.

15.4 Figiúirí Faisnéise

15.4.1 Na príomh-thoimhdí achtúireacha ar a bhfuil na háirimh bunaithe

	2018	2017
Ráta Lascaine		
Éire:	2.15%	2.10%
Tuaisceart Éireann:	2.75%	2.50%
Ráta Boilscithe		
Éire:	1.40%	1.65%
Tuaisceart Éireann:	2.15%	2.10%
Ráta Méadaithe ar Thuarastail		
Éire*:	2.15%	3.00%
Tuaisceart Éireann:	2.15%	2.10%
	Croíchearta/cearta ar cosaint	Croíchearta/cearta ar cosaint
Méadú ar Phinsin íoctha		
Éire:	1.40% nó 2.15%**	1.65% nó 3.00%**
Tuaisceart Éireann:	2.15%	2.10%

Básmhaireacht:

Táblaí SAPS S2PA le lamháltas d'fheabhais sa todhchaí ar fadsaoil de réir feabhais CMI 2015 agus treocht fadtréimhseach de 1.25%.

	2018	2017
Meán-fhadsaoil ionchasach ar aois 65 do:		
Fear aois 65 anois	21.9	22.1
Bean aois 65 anois	23.8	23.9
Fear aois 45 anois	23.3	23.5
Bean aois 45 anois		
	25.4	25.4

Cúlú ó sheirbhís ghníomhach

Níor tharla cúlú.

Céatadán Pósta

Glactar leis go bhfuil 80% de phinsinéirí pósta faoi láthair.

Dífear idir aois na bpáirtithe

Glactar leis go bhfuil mná pósta trí bliana níos óige ná a bhfir chéile.

Soláthar do chómhálartú

Níl aon soláthar déanta do chómhálartú ar éirí as oifig.

Aois Scoir

Ag aois 63 do bhaill 'Chlásaiceacha'

Do bhaill Alpha, ag an aois ar a bhfuil gach sochar ar fáil gan laghdú (is é sin, Aois Phinsin Stáit an Bhaill)

* Níl tionchar na n-athruithe ar arduithe pinsin de thoradh Chiorclán 02/2018 nó Cur i bhFeidhm 6.2 de Chomhaontú Cobhsaíochta na Seirbhíse Poiblí 2018-2020 do Chroíphinsinéirí san áireamh inár dtoimhdí airgeadais amhail an 31 Nollaig 2018. Beidh tionchar éagsúil ag na hathruithe seo ar bhonn ball ar ball.

** Gheobhaidh baill áirithe i bPoblacht na hÉireann méaduithe pinsin ag teacht le méaduithe tuarastal. Gheobhaidh baill eile i bPoblacht na hÉireann méaduithe pinsin ag teacht le boilsciú.

15.4.2 Movement in the Net Pension Liabilities during the financial year

	2018	2018	2017	2017
	€(000)	Stg£ (000)	€(000)	Stg£ (000)
Deficit in the plan at the beginning of the year	(26,379)	(23,403)	(26,052)	(22,307)
Exchange differences	-	(188)	-	(811)
Benefits paid during the year	494	437	609	534
Current service cost	(1,528)	(1,352)	(1,539)	(1,349)
Past service cost	-	-	-	-
Net transfers out of / (into) the scheme	-	-	-	-
Other Financial (Charges) / Income	(571)	(505)	(485)	(425)
Actuarial Gain / (Loss)	2,043	1,807	1,088	953
Deficit in the plan at the end of the year	(25,941)	(23,204)	(26,379)	(23,405)

The currency translation adjustment reflects the amount of the movement in the value of the pension scheme liability which is attributable to the change in exchange rates over the year.

15.4.3 Analysis of the movement (in deficit) in the plan during the year

	2018	2018	2017	2017
	€(000)	Stg£ (000)	€(000)	Stg£ (000)
Experience (Loss) / Gain	(123)	(109)	(440)	(386)
Gain / (Loss) due to currency movements	12	11	47	41
Gain / (Loss) on change to assumptions	2,154	1,906	1,481	1,298
Actuarial Gain / (Loss)	2,043	1,808	1,088	953

15.4.4 Analysis of the net deferred funding for Pensions

	2018	2018	2017	2017
	€(000)	Stg£ (000)	€(000)	Stg£ (000)
Current service cost	1,528	1,352	1,539	1,349
Past service cost / (credit)	-	-	-	-
Other finance cost	571	505	485	425
Benefits paid during the year	(494)	(437)	(609)	(534)
Total	1,605	1,420	1,415	1,240

15.4.5 Analysis of the pension service costs

	2018	2018	2017	2017
	€(000)	Stg£ (000)	€(000)	Stg£ (000)
Current service cost	1,528	1,352	1,539	1,349
Past service cost / (credit)	-	-	-	-
Other finance cost	571	505	485	425
Total	2,099	1,857	2,024	1,774

15.4.6 Deferred Asset for Pensions

	2018	2018	2017	2017
	€(000)	Stg£ (000)	€(000)	Stg£ (000)
Opening balance as at 1 January	26,379	23,403	26,052	22,307
(Decrease)/Increase in the deferred pension funding balance	(438)	(199)	327	1,098
Closing balance at 31 December	25,941	23,204	26,379	23,405

15.4.2 Gluaiseacht sna Glandliteanais Phinsin le linn na bliana airgeadais

	2018	2018	2017	2017
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Cailteanas sa Phlean i dtús na bliana	(26,379)	(23,403)	(26,052)	(22,307)
Difríochtaí Malairte	-	(188)	-	(811)
Sochair a íocadh le linn na bliana	494	437	609	534
Costais seirbhíse reatha	(1,528)	(1,352)	(1,539)	(1,349)
Creidmheas seirbhíse caite	-	-	-	-
Aistriú amach/(isteach) sa scéim	-	-	-	-
(Muirir)/Ioncam Airgeadais Eile	(571)	(505)	(485)	(425)
Gnóthachan/(Cailteanas) Achtúireach	2,043	1,807	1,088	953
Easnamh sa phlean ag deireadh na bliana	(25,941)	(23,204)	(26,379)	(23,405)

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach dliteanas na scéime pinsin, a bhfuil a bhunús a lua le hathrú sna rátaí malairte i rith na bliana.

15.4.3 Anailís ar ghluaiseacht (in easnamh) sa phlean le linn na bliana

	2018	2018	2017	2017
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
(Cailteanas) / Gnóthachan ó thaithí	(123)	(109)	(440)	(386)
(Cailteanas) / Gnóthachan ó mhalartú airgeadra	12	11	47	41
(Cailteanas) / Gnóthachan maidir le hathruithe sna toimhdí airgeadais	2,154	1,906	1,481	1,298
(Cailteanas) / Gnóthachan Achtúireach	2,043	1,808	1,088	953

15.4.4 Anailís ar an nglanmhaoiniú iarchurtha do phinsin:

	2018	2018	2017	2017
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Costais reatha seirbhíse	1,528	1,352	1,539	1,349
Costas / (sochair) seirbhíse caite	-	-	-	-
Costais airgeadais eile	571	505	485	425
Sochair íoctha i rith na bliana	(494)	(437)	(609)	(534)
Iomlán	1,605	1,420	1,415	1,240

15.4.5 Anailís ar chostais na seirbhíse pinsin

	2018	2018	2017	2017
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Costais reatha seirbhíse	1,528	1,352	1,539	1,349
Costas / (sochair) seirbhíse caite	-	-	-	-
Costais airgeadais eile	571	505	485	425
Iomlán	2,099	1,857	2,024	1,774

15.4.6 Iarmhéid chistithe pinsin iarchurtha

	2018	2018	2017	2017
	€ (000)	Stg£ (000)	€ (000)	Stg£ (000)
Iarmhéid tosaigh amhail 1 Eanáir (Laghú)/Méadú ar an iarmhéid chistithe pinsin iarchurtha	26,379	23,403	26,052	22,307
	(438)	(199)	327	1,098
Iarmhéid deiridh amhail 31 Nollaig	25,941	23,204	26,379	23,405

15.4.7 History of Defined Benefit Liabilities

	2018	2017	2016	2015
	€(000)	€(000)	€(000)	€(000)
(Deficit) as at 31 December	(25,941)	(26,379)	(26,052)	(22,891)
Experience (Loss) / Gain	(123)	(440)	342	(200)
Percentage liabilities of the scheme	0.5%	(1.7%)	1.3%	(0.9%)

15.4.8 Employer contribution

The employer does not contribute to the scheme but makes up the difference between the benefits paid over the year and the employee contributions.

Notes on the actuarial gains

The main element of the actuarial gain of €2,043,000 relates to the change in the actuarial assumptions which have decreased the value placed on the liabilities. The change in the Northern and Southern discount rates and inflation rates result in a €1,987,000 decrease in the value of the liabilities. The change in mortality assumption decreases the liabilities further by around €167,000.

This has been partially offset by an experience loss on the liabilities which reflects the fact that a full actuarial valuation has been carried out and experience over the year was different from that assumed at the previous year-end.

16. COMMITMENTS

16.1 Capital Commitments

There were no capital commitments as at 31 December 2018 for which no provision is made.

16.2 Operating Lease Commitments

At 31 December 2018 Foras na Gaeilge had commitments under operating leases as follows:

	2018	2018	2017	2017
	€	Stg £	€	Stg £
Premises				
Within 1 year	707,564	632,916	707,917	628,064
Between 2 and 5 years	2,654,103	2,374,095	2,734,427	2,425,984
More than 5 years	13,240,016	11,843,194	13,868,463	12,304,100
Total	16,601,683	14,850,205	17,310,807	15,358,148

17. RENT PAID IN 2018 IN RESPECT OF PREMISES USED BY FORAS NA GAEILGE

Headquarters	Period Rent relates to	Expiry Date	€
63-66 Amiens Street – Dublin	01/01/2018 - 31/12/2018	2047	593,447
Other Offices			
Westgate House – Belfast	01/01/2018 - 31/12/2018	2022	42,952
Ráth Chairn – Meath	01/01/2018 - 31/12/2018	2021	13,576
Gaoth Dobhair – Donegal	01/01/2018 - 31/12/2018	2020	22,612
Dunshaughlin – Meath	01/01/2018 - 31/12/2018	2027	35,000

18. PROVISIONS AND CONTINGENT LIABILITIES

There were no provisions or contingent liabilities at 31 December 2018.

15.4.7 Stair na nDliteanas le Sochar Sainithe

	2018	2017	2016	2015
	€(000)	€(000)	€(000)	€(000)
(Caillteanas) amhail 31 Nollaig	(25,941)	(26,379)	(26,052)	(22,891)
(Caillteanas) /Gnóthachan Taithíoch	(123)	(440)	342	(200)
Céatadán dliteanas na scéime	0.5%	(1.7%)	1.3%	(0.9%)

15.4.8 Ranníocaíochtaí an Fhostóra

Ní dhéanann an fostóir ranníocaíocht isteach sa scéim ach soláthraíonn sé an difríocht idir na sochair a íoctar le linn na bliana agus ranníocaíochtaí na bhfostaithe.

Nótaí ar na gnóthachain achtúireacha

Is leis an athrú sna foshuíomhanna achtúireacha a laghdaigh luach na ndliteanas a bhfuil an príomhheilimint de ghnóthachain achtúireacha de luach €2,043,000 bainteach. Mar thoradh ar an athrú sna rátaí lascaine agus sna rátaí boilsicthe ó Thuaidh agus ó Dheas, tá laghdú €1,987,000 ar luach na ndliteanas. Laghdaíonn an t-athrú san foshuíomh básmaireachta na dliteanais níos faide fós, thart ar luach €167,000. Tá seo á fhritháireamh ag an gcaillteanas ó thaithí ar na dliteanais, a léiríonn go bhfuil luacháil iomlán achtúireachta déanta agus gur tharla nithe éagsúla ná mar a glacadh ag deireadh na bliana roimhe.

16. CEANGALTAIS

16.1 Ceangaltais chaipitil

Ní raibh aon cheangaltais chaipitil ar 31 Nollaig 2018 nach bhfuil aon soláthar déanta ina leith.

16.2 Ceangaltais léasanna oibriúcháin

Faoi dheireadh na bliana bhí ceangaltais faoi léasanna oibriúcháin ar Fhoras na Gaeilge mar a leanas:

Bonn	2018	2018	2017	2017
	€	Stg£	€	Stg£
Laistigh de bhliain amháin	707,564	632,916	707,917	628,064
Idir 2-5 bliana	2,654,103	2,374,095	2,734,427	2,425,984
Níos mó ná 5 bliana	13,240,016	11,843,194	13,868,463	12,304,100
	16,601,683	14,850,205	17,310,807	15,358,148

17. CÍOS BLIANTÚIL INÍOCTHA I LEITH RÉADMHAOINE IN ÚSÁID AG FORAS NA GAEILGE

Ceanncheathrú	Tréimhse an chíosa	Dáta Éagtha	€
63-66 Sráid Amiens – Baile Átha Cliath	01/01/2018 - 31/12/2018	2047	593,447
Oifigí eile			
Teach an Gheata Thiar – Béal Feirste	01/01/2018 - 31/12/2018	2022	42,952
Ráth Chairn – An Mhí	01/01/2018 - 31/12/2018	2021	13,576
Gaoth Dobhair – Dún na nGall	01/01/2018 - 31/12/2018	2020	22,612
Dún Seachlainn – An Mhí	01/01/2018 - 31/12/2018	2027	35,000

18. FORÁLACHA SOLÁTHAIR AGUS DLITEANAIS THEAGMHASACHA

Ní raibh aon fhorálacha soláthair nó dliteanais theagmhasacha ar an 31 Nollaig 2018.

19. STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

20. RELATED PARTY TRANSACTIONS

Foras na Gaeilge is an arm of The Language Body, a North /South Implementation Body sponsored by the Department of Culture, Heritage and the Gaeltacht and the Department for Communities. The Departments named above are regarded as related parties. During the year Foras na Gaeilge engaged in various transactions with these Departments.

21. BOARD MEMBERS AND EMPLOYEE DISCLOSURE OF INTERESTS

Formal procedures were put in place in 2006 regarding the conduct of Board or staff members in the event of a conflict of interest or a possible conflict of interest as regards the grants process. During the financial year ended 31 December 2018 Foras na Gaeilge undertook the following transactions:

- Clár na Leabhar Gaeilge made an aggregate payment of €102,962 / Stg£91,090 (2017: €105,913 / Stg£92,854) to the publishing company, Cois Life, where an employee of Foras na Gaeilge is a Director. The employee did not receive documentation relating to this transaction and accordingly did not participate in the assessment of the funding application or in the process of decision about funding.
- An aggregate payment of €70,732 / £62,577 (2017: €51,015 / Stg£44,725) was made to Coiste Forbartha Charn Tóchair where an employee of Foras na Gaeilge is a committee member. These payments were made under the 'Irish in the Community Scheme' and under the Youth Schemes. This employee did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €712,686 / Stg£630,513 (2017: €708,562 / Stg£621,196) was made to Gaeloideachas Teo, where a Board member is on the steering committee. These payments related to lead organisation funding. This board member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €51,554 / Stg£45,610 (€45,597 / Stg£39,975) was made to Cumann Cultúrtha Mhic Reachtain where a Board member of Foras na Gaeilge is a committee member. These payments were made under the 'Irish in the Community Scheme' and under the Youth Schemes. This board member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.
- An aggregate payment of €10,000 / Stg£8,847 (2017: €10,000 / Stg£8,767) was made to Cumann an Phiarsaigh where a relative of a Board member of Foras na Gaeilge is a director. These payments were made under the scholarship scheme. This board member did not take part in the assessment of these grants and did not receive any documentation relating to these transactions.

A register of Board members' and Executives' interests was compiled and is being maintained up to date.

22. FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRENCY RISK

a Financial Instruments

Foras na Gaeilge generates income from the sale and distribution of books (and from other sources). The majority of funding comes from Sponsoring Departments therefore Foras na Gaeilge is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits borrowing subject to prior approval of the Sponsoring Departments and the Finance Departments, which Foras na Gaeilge has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks faced in undertaking its activities. Foras na Gaeilge's financial instruments mainly consist of cash, trade debtors and trade creditors.

b Liquidity, Interest Rate and Foreign Currency Risk

Foras na Gaeilge's net revenue resource requirements are financed by resources voted annually by the Houses of the Oireachtas and the Northern Ireland Assembly and, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

Foras na Gaeilge does not access funds from commercial sources and so it not exposed to significant interest rate risk.

Foras na Gaeilge's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in sterling and euro. The majority of transactions are conducted in euro, and the majority of funding is received in euro, therefore Foras na Gaeilge is exposed to foreign currency risk to a limited degree.

19. RÁITIS AR CHAILLTEANAS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas nó íocaíochtaí speisialta i mbliana.

20. IDIRBHEARTA PÁIRTITHE GAOLMHARA

Is géag é Foras na Gaeilge den Fhoras Teanga, Comhlacht Forfheidhmithe Thuaidh Theas, agus tá sé urraithe ag an Roinn Cultúir, Oidhreacht agus Gaeltachta agus an Roinn Pobal. Féachtar ar na Ranna atá ainmnithe thuas mar pháirtithe gaolmhara. I rith na tréimhse chuaigh Foras na Gaeilge i mbun idirbhearta éagsúla leis na Ranna sin.

21. NOCHTADH LEASA AG COMHALTAÍ BOIRD AGUS AG FOSTAITHE

Leagadh síos nósanna imeachta foirmiúla in 2006 maidir le hiompraíocht comhaltaí Boird nó baill foirne sa chás go bhfuil coimhlint leasa nó coimhlint leasa féideartha ann maidir leis an bpróiseas deontas. Le linn na bliana airgeadais dar chríoch 31 Nollaig 2016 ghabh Foras na Gaeilge de láimh na hidirbhearta seo a leanas le páirtithe gaolmhara:

- Thug Clár na Leabhar Gaeilge íocaíocht €102,962 / Stg£91,090 (2017: €105,913 / Stg£92,854) chomhiomláin don chomhlacht foilsitheoireachta Cois Life, áit a bhfuil fostaí de chuid Fhoras na Gaeilge ina stiúrthóir. Ní bhfuair an fostaí seo cáipéisíocht a bhain leis an idirbheart seo agus dá réir sin níor ghlac an fostaí páirt i ná níor fhreastail an fostaí ar aon phlé de chuid an bhoird a bhain leis an idirbheart.
- Rinneadh íocaíocht €70,732 / £62,577 (2017: €51,015 / Stg£44,725) chomhiomláin le Coiste Forbartha Charn Tóchair, áit a bhfuil fostaí de chuid Fhoras na Gaeilge mar bhall den Choiste. Rinneadh na híocaíochtaí faoi Scéim na Gaeilge sa Phobal agus faoi na Scéimeanna Óige. Níor ghlac an fostaí seo páirt i measúnú na ndeontas sin agus ní bhfuair an fostaí aon cháipéisíocht a bhain leis na hidirbhearta sin.
- Rinneadh íocaíocht €712,686 / Stg£630,513 (2017: €708,562 / Stg£621,196) chomhiomláin le Gaeloideachas Teo, áit a bhfuil comhalta boird de chuid Fhoras na Gaeilge mar bhall den Choiste stiúrtha. Bhain na híocaíochtaí sin le bunmhaoiniú Ceanneagraíochta. Níor ghlac an comhalta boird seo páirt i measúnú na ndeontas sin agus ní bhfuair an comhalta boird aon cháipéisíocht a bhain leis na hidirbhearta sin.
- Rinneadh íocaíocht €51,554 / Stg£45,610 (€45,597 / Stg£39,975) chomhiomláin le Cumann Cultúrtha Mhic Reachtain, áit a bhfuil fostaí de chuid Fhoras na Gaeilge mar bhall den Choiste. Rinneadh na híocaíochtaí faoi Scéim na Gaeilge sa Phobal agus faoi na Scéimeanna Óige. Níor ghlac an fostaí seo páirt i measúnú na ndeontas sin agus ní bhfuair an fostaí aon cháipéisíocht a bhain leis na hidirbhearta sin.
- Rinneadh íocaíocht €10,000 / Stg£8,847 (2017: €10,000 / Stg£8,767) chomhiomláin le Cumann an Phiarsaigh, áit a bhfuil gaol le comhalta boird de chuid Fhoras na Gaeilge mar stiúrthóir. Níor ghlac an comhalta boird seo páirt i measúnú na ndeontas sin agus ní bhfuair an comhalta boird aon cháipéisíocht a bhain leis na hidirbhearta sin.

Cuireadh clár de leasanna chomhaltaí an Bhoird agus na bhFeidhmeannach le chéile agus coinnítear cothrom le dáta é.

22. IONSTRAIMÍ AIRGEADAIS, LEACHTA, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a Ionstraimí Airgeadais

Gineann Foras na Gaeilge ioncam ó dhíolachán agus dáileachán leabhar (agus ó fhoinsí eile). Tagann an chuid is mó den mhaoiniú ó Ranna Coimircíochta, mar sin níl Foras na Gaeilge neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadáíonn an Meamram Airgeadais iasacht faoi réir fhaomhadh na Ranna Coimircíochta roimh agus na ranna airgeadais roimh ré, rud nár lorg Foras na Gaeilge. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá rompu agus iad ag tabhairt faoina ngníomhaíochtaí. Is é atá in ionstraimí airgeadais Fhoras na Gaeilge den chuid is mó ná airgead tirim, féichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Déantar riachtanais acmhainní ioncaim ghilna Fhoras na Gaeilge a mhaoiniú le haemhainní a vótáiltear go bliantúil i dTithe an Oireachtais agus Tionól Thuaisceart Éireann mar a dhéantar lena chaiteachas caipitil. Mar sin, níl sé neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann Foras na Gaeilge cistí ó fhoinsí trádála agus níl sé neamhchosanta mar sin ar ardú suntasach úis.

Níl neamhchosaint Fhoras na Gaeilge ar riosca airgeadra eachtraigh suntasach mar faigheann sé leibhéil chomhaontaithe mhaoinithe óna Ranna Coimircíochta i steirling agus in euro. Déantar mórchuid na n-idirbheart in euro, agus faightear mórchuid an mhaoinithe in euro, mar sin tá Foras na Gaeilge neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

23. PRINCIPAL RISKS AND UNCERTAINTIES

BREXIT

On Wednesday 29th March 2017, the United Kingdom triggered Article 50 with the intention to leave the European Union. The outcome of having one Sponsoring Department in the EU and one Sponsoring Department outside the EU is currently unknown and unquantifiable.

Approval of 2017-2019 Business Plans and Corporate Plan 2017-2019

At the date of approval of these accounts, Foras na Gaeilge's 2017-2019 Business Plans had not been formally approved by the Sponsoring Departments, Finance Departments or the North South Ministerial Council (NSMC). Approval is unlikely to be received until the Northern Ireland Assembly is in session again. Sponsoring Departments have implemented contingency arrangements and continue to fund the Body's activities in the absence of an approved Business Plan.

While there is a reasonable expectation that the respective Governments will continue to fund the activities of the Body, the level of funding is under constant review. Under the proposed Corporate Plan 2017-2019, prepared by the Board, funding levels is based at the same level as 2016. In real terms, there will be a continued decline as increased pensions and potential exchange rate and other costs impact directly on the money available to fund the Body's activities. Foras na Gaeilge pays the pension costs for all retired staff from its operating budget. The Sponsoring Departments contribute up to the budget available with any additional requirement coming from operating funds.

Approval of 2018 Financial Statements

The financial statements were approved by the Board on 6 December 2019.

23. PRÍOMHRIOSCAÍ AGUS PRÍOMHÉIGINNTEACHTAÍ

AN BHREATHIMEACHT

Dé Céadaoin an 29 Márta 2017, thionscain an Ríocht Aontaithe Alt 50 agus rún acu an tAontas Eorpach a fhágáil. Tá an toradh le Roinn Coimircíochta amháin a bheith san AE agus Roinn Coimircíochta eile taobh amuigh den AE anathnid agus ní féidir é a thomhas faoi láthair.

Faomhadh Phleananna Gnó 2017-2019 agus Phlean Corparáideach 2017-2019.

Ar dháta faofa na gcuntas seo, ní raibh pleananna gnó Fhoras na Gaeilge 2017-2019 faofa ag na Ranna Coimircíochta, Ranna Airgeadais nó an Chomhairle Aireachta Thuaidh/Theas (CATT). Is cosúil nach bhfaighfear faomhadh go dtí go mbeidh Tionól Thuaisceart Éireann ina shuí arís. Tá socrúithe teagmhais curtha i bhfeidhm ag na Ranna Coimircíochta agus leanfar ar a maoiniú ar ghníomhaíochtaí an Fhorais d'uireasa Plean Gnó faofa.

Cé go bhfuil ionchas réasúnta ann go leanfaidh na Rialtais faoi seach ag maoiniú ghníomhaíochtaí an Fhorais, tá méid an mhaoinithe faoi athbhreithniú leanúnach. De réir an Phlean Corparáidigh 2017-2019 molta, plean atá ullmhaithe ag an mBord, tá leibhéil an mhaoinithe bunaithe ar leibhéil 2016. I bhfírinne, beidh íslíú leanúnach ann de bharr go gcuirfidh líon na bpinsean ag dul i méid agus rátaí féideartha malartaithe airgeadra isteach ar an méid airgid atá ar fáil le gníomhaíochtaí an Fhorais a mhaoiniú. Íocann Foras na Gaeilge costais phinsin le gach fostaí ar scor óna bhuiséid oibriúcháin. Cuireann na Ranna Coimircíochta leis an mbuiséid, de réir an méid atá le caitheamh acu, le haon riachtanas eile ón mbuiséid oibriúcháin a chlúdach.

Faomhadh ar Ráiteas Airgeadais don bhliain 2018

D'fhaomh an Bord na ráitis airgeadais ar an 6 Nollaig 2019.

Appendix 2

ULSTER-SCOTS AGENCY

Financial Statements for the year ended
31 December 2018

Aguisín 2

GNÍOMHAIREACHT NA hULTAISE

Ráitis Airgeadais don bhliain dar chríoch
31 Nollaig 2018

FOREWORD TO THE ACCOUNTS

Background Information

The Ulster-Scots Agency is part of the Language Body, which is a North/South implementation body sponsored by the Department for Communities (DfC) in Northern Ireland and the Department of Culture, Heritage and the Gaeltacht (DCHG) in the Republic of Ireland¹. The Body was established on the 2nd of December 1999 under the North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 and the British Irish Agreement Act 1999. The other part of the Language Body is Foras Na Gaeilge which has responsibility for the development of the Irish (Gaelic) Language. Each of these agencies has its own Board whose members together constitute the Board of the North South Language Body and each agency prepares financial statements.

The principal activities of the Ulster-Scots Agency are the promotion of greater awareness and use of Ullans and of Ulster-Scots cultural issues, both within Northern Ireland and throughout the island.

The financial arrangements applicable to the body are set out in Part 7 of Annex 2 to the Agreement² establishing Implementation Bodies. The statement of accounts is to be in a form directed by DfC and DCHG, with the approval of the Finance Departments, as provided for in the body's Financial Memorandum, and the Annual Report and Accounts Guidance provided by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER).

Business Review

A review of the Ulster-Scots Agency's activities is given within its Annual Report for the year ended 31 December 2018. The financial results of the Ulster-Scots Agency are set out in detail on page 39. The deficit for the period was £182,336 (€206,102). In 2017 the surplus for the period was £172,921 (€197,238).

Property, Plant and Equipment

Details of the movement of tangible assets are set out in note 8.1 to the accounts. During the year the main expenditure on tangible assets was in relation to the refit of the exhibition space at our Raphoe Office (£33.6k).

Intangible Assets

Details of the movement of intangible assets are set out in note 8.2 to the accounts. There was no new expenditure during the year.

Important Events Occurring After the Year End

There have been no significant events since the year-end which would affect these accounts.

Potential Impact of the withdrawal of Britain from the European Union (Brexit)

The UK's potential withdrawal from the EU is unlikely to see fundamental changes to the core of the Agency. However diverging legislative provisions may have some impact on the work of the Agency. Should Northern Ireland be outside the Single Market and Customs Union, tariffs may apply in relation to the procurement of goods and services, increasing the operating costs of the Agency. The possibility of increased custom checks at the border could increase travel journey times, diminish productivity and may deter existing and future workers from joining the Agency. We look forward to continuing constructive engagements with our Sponsoring Departments both North and South on the implications of this for the Agency. We will continue to adopt a "business as usual" approach, while monitoring the situation closely over the coming months.

Charitable Donations

The Ulster-Scots Agency made no charitable donations during the year ended 31 December 2018.

¹ Department of Culture, Heritage and the Gaeltacht (DCHG) previously known as Department of Arts, Heritage, Regional, Rural and Gaeltacht Affairs (DAHRRGA) effective 26 July 2017.

² Agreement of 8th March 1999 between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of Ireland establishing Implementation Bodies.

RÉAMHRÁ LEIS NA CUNTAIS

Faisnéis Chúlra

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) i dTuaisceart Éireann agus na Roinne Cultúir, Oidhreacht agus Gaeltachta (RCOG) i bPoblacht na hÉireann¹. Cuireadh an Foras Teanga ar bun ar an 2 Nollaig 1999 faoin North/South Co-operation (Implementation Bodies) (Northern Ireland) Order 1999 agus faoin Acht um Chomhaontú na Breataine-na hÉireann 1999. Is é an chuid eile den Fhoras Teanga Foras na Gaeilge, a bhfuil an fhreagracht acu as Forbairt na Gaeilge. Tá bord ar leith ag an dá ghníomhaireacht seo arb ionann a mbaill le chéile agus bord an Fhorais Teanga agus ullmhaíonn an dá Gníomhair-eacht ráitis airgeadais.

Is iad na feidhmeanna atá ag Gníomhaireacht na hUltaise ná eolas níos fearr faoin Ultais agus úsáid na hUltaise agus saincheisteanna cultúrtha Ultach-Albanacha a chur chun cinn, laistigh de Thuaisceart Éireann agus ar fud an oileáin.

Tá na socrúithe airgeadais atá infheidhme i leith an Fhorais Teanga leagtha amach i Mír 7 d'Iarscríbhinn 2 den Chaomhaontú² lena mbunaítear comhlachtaí forfheidhmithe. Tá an ráiteas cuntais le bheith i bhfoirm atá treoraithe ag an RC agus an RCOG, le ceadú na Ranna Airgeadais, mar a fhoráiltear i Meamram Airgeadais an Fhorais Teanga, agus sa Treoir don Tuarascáil Bhliantúil agus na Cuntais Bhliantúla arna soláthar ag an Roinn Airgeadais (RA) agus an Roinn Caiteachais Phoiblí agus Athchóirithe (RCPA).

Forléargas ar Ghnó

Tugtar forléargas ar ghníomhaíochtaí Gníomhaireacht na hUltaise ina Tuarascáil Bhliantúil don bhliain dar chríoch an 31 Nollaig 2018. Tá torthaí airgeadais Gníomhaireacht na hUltaise leagtha amach go mionchruinn ar leathanach 39. Ba é easnamh na tréimhse ná £182,336 (€206,102). Ba é barrachas na tréimhse don bhliain 2017 ná £172,921 (€197,238).

Réadmhaoin agus Trealamh

Tugtar forléargas ar shócmhainní inláimhsithe i nóta 8.1 a ghabhann leis na cuntais. Le linn na bliana bhain an príomhchaitheachas ar shócmhainní inláimhsithe le hathoiriúnú an ionad taispeántais inár n-oifig i Ráth Bhoth (£33.6k).

Sócmhainní doláimhsithe

Tugtar forléargas ar shócmhainní doláimhsithe i nóta 8.2 a ghabhann leis na cuntais. Ní raibh aon nuachaitheachas le linn na bliana.

Teagmhais thábhachtacha a tharla tar éis Dheireadh na Bliana

Níor tharla aon ní suntasach tar éis dheireadh na bliana a dhéanfadh difear do na cuntais seo.

Éifeacht Fhéideartha astarraingt na Breataine ón Aontas Eorpach (An Breatimeacht)

Ní dócha go mbeadh athruithe suntasacha ann do chroí na Gníomhaireachta mar thoradh ar astarraingt fhéideartha an Ríochta Aontaithe ón Aontas Eorpach. D'fhéadfadh tionchar a bheith ag forálacha iltreocha reachtaíochta ar obair na Gníomhaireachta, áfach. Dá bhfeidhmeodh Tuaisceart Éireann taobh amuigh den Mhargadh Aonair agus den Aontas Custam, d'fhéadfadh go ngearrfaí taraifí ar sholáthar earraí agus seirbhísí, rud a d'ardódh costais oibriúcháin na Gníomhaireachta. D'fhéadfadh an fhéidearthacht breis seiceálacha custam ag an teorann fad a chur le hamanna taistil, moilliú a dhéanamh ar tháirgiúlacht, agus drogall a chur ar fhostaithe reatha nó ionchasacha bheith leis an nGníomhaireacht. Táimid ag tnúth le tuilleadh pléanna dearfacha faoi impleachtaí an Bhreatimeachta lenár Ranna Coimircíochta ó thuaidh agus ó dheas. Leanfaimid orainn le cur chuige 'gnó mar is gnách', agus leanfaimid orainn ag déanamh monatóireachta air seo sna míonna atá romhainn.

¹ An Roinn Cultúir, Oidhreacht agus Gaeltachta (RCOG), an Roinn Ealaíon, Oidhreacht, Gnóthaí Réigiúnacha, Tuaithe agus Gaeltachta (REOGRG) mar b'aithne air, éifeachtach ó 26 Iúil 2017.

² An Comhaontú ar an 8 Márta 1999 idir Rialtas Ríocht Aontaithe na Breataine Móire agus Thuaisceart Éireann agus Rialtas na hÉireann faoinar bunaíodh na comhlachtaí corfheidhmithe.

Research & Development

The Ulster-Scots Agency made no payments for research and development during the year ended 31 December 2018.

Future Developments

The senior management team expect that the development of the Agency's activities will continue in accordance with the Business Plan.

Board Members

The functions of the Agency are exercised by the Board. The following served as Board members during 2018:-

Mr Keith Gamble (Chairperson)
Mr Frederick Kettyle
Ms Ida Fisher
Mr Iain Carlisle
Ms Val O'Kelly
Ms Julie Andrews
Mr Allen McAdam
Mr David McNarry

The Audit and Risk Committee comprised the following members during 2018:-

Mr Ray Dolan (Co-Opted Member from *Safefood*)
Ms Patricia McCaffrey (Co-Opted Member from *Waterways Ireland*)
Ms Val O'Kelly
Ms Julie Andrews (Chairperson)
Mr Allen McAdam

Statement of Board Members responsibilities

The role of the Board is to provide leadership, vision, continuity of purpose and accountability to the public.

The Agency's board members are required to:

- Contribute to decision-making and to share responsibility for those decisions;
- Attend board meetings on a regular basis and to be well prepared by reading relevant papers in advance;
- Attend training events and keep up-to-date with subjects relevant to the work of the organisation;
- Contribute to the work of board committees;
- Act at all times with propriety, declaring any interests that may conflict with their responsibilities as a board member.

Disabled Employees

The Ulster-Scots Agency updated its Equality Scheme in 2013 and it includes provision for disabled employees.

Employee Involvement

Throughout the year employees were kept involved in the full workings and plans of the Agency through formal and informal meetings, courses and briefings. Staff were consulted at all times as new procedures and policies were developed and they had an opportunity to contribute or comment.

Deonacháin Charthanúla

Ní dhearna Gníomhaireacht na hUltaise aon deonacháin charthanúla le linn na bliana dar chríoch an 31 Nollaig 2018.

Taighde & Forbairt

Ní dhearna Gníomhaireacht na hUltaise íocaíochtaí le haghaidh taighde agus forbartha le linn na bliana dar chríoch 31 Nollaig 2018.

Forbairtí sa Todhchaí

Tá lucht na hardbhainistíochta ag súil go leanfaidh ar fhorbairt ghníomhaíochtaí na Gníomhaireachta de réir an Phlean Ghnó.

Comhaltaí Boird

An bord a chuireann feidhmeanna na Gníomhaireachta i gcrích. D'fhóin na daoine seo a leanas mar chomhaltaí Boird le linn na bliana 2018:

Keith Gamble, Uas. (Cathaoirleach)
Frederick Kettle, Uas.
Ida Fisher, Uas.
Iain Carlisle, Uas.
Val O'Kelly, Uas.
Julie Andrews, Uas.
Allen McAdam, Uas.
David McNarry, Uas.

Bhí na comhaltaí seo a leanas ar an gCoiste Iniúchta agus Riosca le linn na bliana 2018:

Ray Dolan, Uas. (comhalta comhthofa ó Safefood)
Patricia McCaffrey, Uas. (comhalta comhthofa ó Uiscebhealaí Éireann)
Val O'Kelly, Uas.
Julie Andrews, Uas. (Cathaoirleach)
Allen McAdam, Uas.

Ráiteas i leith freagrachtaí comhaltaí boird

Is é ról an Bhoird ná ceannasaíocht, fis agus leanúnachas cuspóra a chur ar fáil, agus le bheith freagrach don phobal.

Ceanglaítear ar chomhaltaí boird na Gníomhaireachta:

- Páirt a ghlacadh sa chinnteoireacht agus an fhreagracht a roinnt as na cinntí sin;
- Freastal ar chruinnithe boird ar bhonn rialta agus a bheith ullmhaithe go maith trí pháipéir ábhartha a léamh roimh ré;
- Freastal ar ócáidí oiliúna agus coinneáil suas chun dáta mar gheall ar ábhair a bhaineann le hobair na heagraíochta;
- Cur le hobair na gcoistí boird;
- Feidhmiú i gcónaí mar is cóir, agus aon choimhlint leasa a d'fhéadfadh teacht salach ar a bhfreagrachtaí mar bhaill boird a nochtadh.

Fostaithe faoi Mhíchumas

Nuashonraigh Gníomhaireacht na hUltaise a Scéim Comhionannais in 2013 agus áirítear inti foráil d'fhostaithe faoi mhíchumas.

Rannpháirtíocht Fostaithe

I rith na bliana coinníodh na fostaithe páirteach in oibriúcháin agus pleananna iomlána na Gníomhaireachta trí chruinnithe foirmiúla agus neamhfoirmiúla, cúrsaí, agus cruinnithe faisnéise. Rinneadh comhairliúchán le baill foirne i

Payment to Suppliers

The Ulster-Scots Agency is committed to the prompt payment of bills for goods and services received in accordance with the UK Late Payment of Commercial Debts (Interest) Act 1998, as amended and supplemented by the Late Payment of Commercial Debts Regulations 2002, and the Irish Late Payments in Commercial Transactions Regulations 2002. Unless otherwise stated in the contract, payment is due within 30 days of the receipt of the goods or services, or presentation of a valid invoice or similar demand, whichever is later. Regular reviews were conducted to measure how promptly the Agency paid its bills and found that 100% of bills were paid within this standard. The Agency also paid 100% of payments for grant claims within 15 days.

The Agency recognizes the NI Executive's commitment to pay suppliers quickly (10 Day Prompt Payment Commitment) and has been applying this as much as possible since January 2014 in respect of supplier invoices. It was found that 96% of supplier payments are paid within this standard. The Agency also intends to work towards payment within 10 days for all grant claims following approval by the Grants Team, it was found that 100% of payments for grants claims were made within 10 working days.

Health and Safety Policy

The Ulster-Scots Agency has a Health and Safety policy.

The Ulster-Scots Agency prepared a circular to provide guidance for all staff in connection with the evacuation procedures and security arrangements for all premises occupied by the body. This information has been provided to each individual member of staff and instructions are posted in prominent positions in the Belfast and Raphoe buildings.

Equality Policy

The Ulster-Scots Agency prepared an Equality Policy in compliance with the requirements of Section 75 of the Northern Ireland Act 1998 which was approved by the North/South Ministerial Council in June 2002 and by the Equality Commission in November 2002. The Ulster-Scots Agency prepared an updated scheme for the Body in late 2012 and this was ratified by the Equality Commission Board on 13 December 2013. The scheme has been updated and reviewed internally during 2017 but as it is a Language Body Policy and not solely an Agency Policy, the full policy cannot be submitted to Board for approval until Foras Na Gaeilge have also updated, this is due in 2019.

Details of company directorships/register of interests

A register of interests is held by the Agency and may be viewed by contacting the Ulster-Scots Agency's office. Contact details are available on the Agency's website.

Ian Crozier
Chief Executive

18/12/2019

gcónaí de réir mar a forbraíodh nósanna imeachta agus polasaithe agus bhí deis acu cur leo nó tráchtairacht a dhéanamh.

Íocaíocht le Soláthraithe

Tá Gníomhaireacht na hUltaise tiomanta d'íoc pras billí le haghaidh earraí agus seirbhísí a fhaightear, de réir an *Late Payment of Commercial Debts (Interest) Act 1998*, de chuid na Ríochta Aontaithe, mar atá leasaithe agus forlíonta ag *Late Payment of Commercial Debts Regulations 2002*, agus Rialacháin um Íoc Déanach in Idirbhearta Tráchtála 2002 de chuid na hÉireann. Mura ndeirtear a mhalairt sa chonradh, bíonn íocaíocht dlite laistigh de 30 lá ón am a bhfaightear na hearraí nó na seirbhísí, nó ón am a gcuirtear sonrasc nó éileamh bailí den sórt céanna i láthair, cibé acu is déanaí. Rinneadh athbhreithnithe rialta lena thomhas cé chomh pras a d'íoc an ghníomhaireacht a billí agus fuarthas amach go raibh 100% de bhíllí íoctha laistigh den chaighdeán seo. D'íoc an ghníomhaireacht 100% d'éilimh dheontais laistigh de 15 lá chomh maith.

Aithníonn an Gníomhaireacht tiomantas Fheidhmeannas TÉ soláthraithe a íoc go pras (tiomantas i leith íocaíocht phras 10 lá) agus tá siad á chur seo i bhfeidhm an oiread agus is féidir ó Eanáir 2014 i leith sonraisc soláthraithe. Fuarthas amach gur íocadh 96% d'íocaíochtaí soláthraithe laistigh den chaighdeán seo. Tá sé ar intinn ag an nGníomhaireacht chomh maith oibriú i dtreo íocaíocht laistigh de 10 lá do gach éileamh ar dheontas tar éis a fhaofa ag an bhFoireann Deontas. Fuarthas amach go ndearnadh 100% d'íocaíochtaí laistigh de 10 lá oibre.

Beartas Sláinte agus Sábháilteachta

Tá Beartas Sláinte agus Sábháilteachta ag Gníomhaireacht na hUltaise.

D'ullmhaigh Gníomhaireacht na hUltaise ciorclán chun treoir a thabhairt don fhoireann go léir maidir le gnásanna aslonnaithe agus socrúithe slándála le haghaidh gach áitribh ina bhfuil an comhlacht. Cuireadh an fhaisnéis seo ar fáil do gach ball foirne agus tá treoracha crochta in airde in áiteanna feiceálacha sna foirgnimh i mBéal Feirste agus i Ráth Bhoth.

Beartas Comhionannais

D'ullmhaigh an Gníomhaireacht scéim comhionannais de réir riachtanais Alt 75 den Acht um Thuaisceart Éireann 1998 a cheadaigh an Chomhairle Aireachta Thuaidh/Theas i mí Meithimh 2002 agus a cheadaigh an Coimisiún Comhionannais i Samhain 2002. D'ullmhaigh Gníomhaireacht na hUltaise scéim nuashonraithe don Fhoras Teanga i ndeireadh 2012 agus dhaingnigh Bord an Choimisiúin Comhionannais seo ar an 13 Nollaig 2013. Rinneadh nuashonrú agus athbhreithniú inmheánach ar an scéim seo le linn na bliana 2017 ach toisc gur polasaí de chuid an Fhorais Teanga é seachas polasaí na Gníomhaireachta amháin, ní féidir an polasaí iomlán a chur faoi bhráid an Bhoird le faomhadh a fháil go dtí go ndéanann Foras na Gaeilge nuashonrú air. Tá seo le tarlú sa bhliain 2019.

Sonraí stiúrtóireachtaí an chomhlachta/clár leasa

Tá clár leasa á choinneáil ag an nGníomhaireacht agus is féidir breathnú air ach teagmháil a dhéanamh le hoifig Gníomhaireacht na hUltaise. Tá sonraí teagmhála ar fáil ar shuíomh gréasáin na Gníomhaireachta.

Ian Crozier
Príomhfheidhmeannach

18/12/2019

STATEMENT OF RESPONSIBILITIES

Ulster-Scots Agency Responsibilities

The Department for Communities (DfC) and the Department of Culture, Heritage, and the Gaeltacht (DCHG) have directed the Language Body to prepare a statement of accounts for each year ended 31 December in the form and on the basis set out in the accounts direction at the appendix to these financial statements. The accounts are prepared on an accruals basis and must give a true and fair view of the Ulster-Scots Agency's state of affairs at the year end and of its income and expenditure, changes in equity, and cash flows for the calendar year.

In preparing the accounts the Body is required to:

- Observe the accounts direction issued by the Sponsoring Departments, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- Make judgements and estimates on a reasonable basis;
- State whether applicable accounting standards have been followed and disclose and explain any material departures in the financial statements;
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Agency will continue in operation.

The Language Body requires the Ulster-Scots Agency to keep proper accounts and financial records and to prepare a statement of accounts in respect of each year.

Accountable Person's Responsibilities

The Chief Executive's responsibilities as the Accountable Person for the Ulster-Scots Agency, including responsibility for the propriety and regularity of the public finances and for the keeping of proper records, are set out in the Financial Memorandum of the Ulster-Scots Agency.

Ian Crozier
Chief Executive

18/12/2019

RÁITEAS I LEITH FREAGRACHTAÍ

Freagrachtaí Ghníomhaireacht na hUltaise

Tá an Roinn Pobal (RP) agus an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG) tar éis treoir a thabhairt don Fhoras Teanga ráiteas cuntas a ullmhú i leith gach bliain dar chríoch an 31 Nollaig san fhoirm agus ar an mbonn atá leagtha amach san aguisín leis na ráitis airgeadais seo. Ullmhaítear na cuntais ar bhonn fabhrúithe agus caithfidh siad léargas fírinneach agus cóir a thabhairt ar staid chúrsaí Ghníomhaireacht na hUltaise ag deireadh na bliana agus ar a hioncam agus a caiteachas, a gnóthachain agus a caillteanais aitheanta, agus sreabhadh airgid don bhliain féilire.

Agus na cuntais á n-ullmhú aige, ceanglaítear ar an bhForas Teanga:

- An treoir do na cuntais arna heisiúint ag an Roinn Pobal (RP) agus an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG), lena n-áirítear na ceanglais ábhartha maidir le cuntasáíocht agus nochtadh agus beartais chuntasáíochta iomchuí ar bhonn comhsheasmhach a leanúint;
- Breithiúnais agus meastacháin a dhéanamh ar bhonn réasúnach;
- A dhearbhu ar comhlíonadh na caighdeáin chuntasáíochta is infheidhme agus aon difríocht ábhartha sna cuntais a nochtadh agus a mhíniú;
- Na cuntais a ullmhú ar bhonn gnóthais leantaigh, ach amháin i gcás nach cuí a thiomhdiú go leanfaidh an ghníomhaireacht de bheith ag feidhmiú.

Ceanglaíonn an Foras Teanga ar Ghníomhaireacht na hUltaise leabhair chuntais agus taifid airgeadais chearta a choinneáil agus ráiteas cuntas a ullmhú i leith gach bliana.

Freagrachtaí an Duine Chuntasaigh

Tá freagrachtaí an Phríomhfheidhmeannaigh mar Dhuine Cuntasach do Ghníomhaireacht na hUltaise, lena n-áirítear freagracht as cuibheas agus rialtacht an airgeadais phoiblí agus as taifid chearta a choimeád, leagtha amach i Meamram Airgeadais Ghníomhaireacht na hUltaise.

Ian Crozier
Príomhfheidhmeannach

18/12/2019

STATEMENT ON THE SYSTEM OF INTERNAL CONTROL

1 Scope of Responsibility

As Accountable Person, I have responsibility for maintaining a sound system of internal control that supports the achievement of the Ulster-Scots Agency's policies, aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland and Public Financial Procedures.

As the Ulster-Scots Agency's Chief Executive I am directly responsible to the respective Ministers North and South and their Departments, for the Agency's performance and operations. The Ministers determine the policy framework under which the Ulster-Scots Agency operates and the scope of its activities. The Ministers also determine the resources to be made available to the Agency and approve the Corporate and Business Plans.

Through Working Group meetings, I consult with Departments on the handling of operational matters that could give rise to significant public or parliamentary concern, including the nature, scale and likelihood of risks.

The Accounting Officer of DfC has designated me by letter, in a form approved by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER), as the Accounting Officer for the Agency. This letter and the North/South Language Body Financial Memorandum define my role and responsibilities and our relationship.

2 The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable assurance and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Agency's policies, aims and objectives; to evaluate the likelihood of those risks being realised and the impact should they be realised; and to manage them efficiently, effectively and economically. The system of internal control has been further developed in the Agency for the year ended 31 December 2018 and up to the date of approval of the annual report and accounts, and accords with the Finance Departments' guidance.

3 Capacity to Handle Risk

The Agency Board provides strategic direction and leadership to the organisation within the parameters of policy set by, and in consultation with, the North South Ministerial Council. The Executive Team has responsibility for the day to day management of operations, staff and budgets to ensure that the business targets set by the Board are progressed on a timely basis. The Board's primary function is, therefore, to set the corporate business agenda and ensure that the organisation delivers in terms of its strategic goals. The Board reviews performance against targets including any consequent corrective actions, risk implications and contingency measures.

The identification and impact of risk is incorporated into the corporate planning and decision making processes of the Agency. Consequently the Agency ensures that there are procedures in place for verifying that internal control and aspects of risk management are regularly reviewed and reported on and are supplemented by detailed best practice guidelines on whistle-blowing and fraud management policies among others.

The Agency's Audit and Risk Committee receives regular reports concerning internal control and steps are taken to manage risks in significant areas of business and to monitor progress on key projects and targets. The Committee is authorised by the Board to investigate any activity within the scope of its terms of reference. The main objective is to contribute independently to the Board's overall process for ensuring that an effective internal control system is maintained.

The Audit and Risk Committee has lead responsibility for the periodic review of the risk framework and other records of risk. Management of risk categories has been allocated appropriately within the organisation. Any revision to the framework is discussed within the Audit and Risk Committee and recommended to the Board.

RÁITEAS MAIDIR LE RIALÚ INMHEÁNACH

1 Cuimsiú Freagrachta

Mar Dhuine Cuntasach, tá freagracht orm córas rialaithe inmheánaigh fóna a chothú, córas a thacaíonn le polasaithe, aidhmeanna agus spriocanna Ghníomhaireacht na hUltaise a chur i bhfeidhm, agus san am céanna cumhdach a dhéanamh ar na cistí agus na sócmhainní poiblí atá faoi mo chúram go pearsanta de réir na bhfreagrachtaí atá leagtha orm in Managing Public Money Northern Ireland agus in Public Financial Procedures.

Mar Phríomhfheidhmeannach Ghníomhaireacht na hUltaise, táim freagrach go díreach do na hAirí faoi seach ó thuaidh agus ó dheas agus dá Ranna, as feidhmíocht agus oibriúchán na Gníomhaireachta. Socraíonn na hAirí an creat polasaí faoina n-oibríonn Ghníomhaireacht na hUltaise agus socraíonn siad cuimsiú a cuid gníomhaíochtaí. Socraíonn na hAirí chomh maith an acmhainn a bheidh ar fáil don Ghníomhaireacht agus údaraíonn siad na Pleananna Corparáideacha agus Gnó.

Trí chruinnithe grúpa oibre, téim i gcomhairle leis na Ranna maidir le láimhseáil saincheisteanna feidhmiúcháin a d'fhéadfadh a bheith ina gcúis le buaireamh suntasach poiblí nó parlaiminte, ar a n-áirítear cineál, scála agus dóchúlacht rioscaí.

D'ainmnigh Oifigeach Cuntasach na RP mé i litir, i bhfoirm a d'údaraigh an Roinn Airgeadais agus an Roinn Caiteachais Phoiblí agus Athchóirithe, mar Oifigeach Cuntasach don Ghníomhaireacht. Tá mo ról agus mo fhreagracht agus ár gcaidreamh sainmhínithe sa litir seo agus i Meamram Airgeadais an Fhorais Teanga.

2 Cuspóir an Chórais Rialaithe Inmheánaigh

Tá an córas rialaithe inmheánaigh ceaptha chun riosca a bhainistiú go leibhéal réasúnta seachas chun gach riosca teipe ar bheartais, aidhmeanna agus cuspóirí a chur ar ceal. Dá bhrí sin, ní féidir leis ach urrús réasúnta seachas urrús absalóideach ar éifeachtacht a chur ar fáil.

Tá an córas rialaithe inmheánaigh bunaithe ar phróiseas leanúnach atá ceaptha leis na rioscaí maidir le cur i bhfeidhm bheartais, aidhmeanna agus chuspóirí na gníomhaireachta a aithint agus a chur in ord tosaíochta; chun measúnú a dhéanamh ar an dóchúlacht go réadóidh na rioscaí sin agus ar an tionchar a bheadh ann dá réadófaí iad; agus chun iad a bhainistiú go héifeachtúil, go héifeachtach agus go barainneach. Forbraíodh an córas rialaithe inmheánaigh a thuilleadh sa Ghníomhaireacht le linn na bliana 31 Nollaig 2018 agus chomh fada le dáta faoif na tuarascála bliantúla agus na gcuntas; agus faoi réir threoir na Ranna Airgeadais.

3 An Cumas Riosca a Bhainistiú

Cuireann Bord na Gníomhaireachta treoir straitéiseach agus ceannasaíocht ar fáil don eagraíocht laistigh de na teorainneacha polasaí atá leagtha síos ag, agus i gcomhairle leis, an gComhairle Aireachta Thuaidh Theas. Tá an fhreagracht ar an bhfoireann feidhmiúcháin maidir le bainistiú laethúil ar chúrsaí oibriúcháin, foirne agus buiséid chun a chinntiú go bhfuil spriocanna gnó atá leagtha síos ag an mBord curtha chun cinn go tráthúil. Is é príomhfheidhm an Bhoird, dá bhrí sin, an clár gnó corparáideach a shocrú agus a chinntiú go n-éiríonn leis an eagraíocht maidir lena spriocanna straitéiseacha. Déanann an bord athbhreithniú ar fheidhmíocht de réir spriocanna, ag áireamh aon bheart ceartaitheach, impleachtaí riosca agus bearta teagmhasachta dá dhroim sin.

Tá aithint agus tionchar riosca comhtháite i bpróisis phleanála agus chinnteoireachta corparáideacha na Gníomhaireachta. Dá thoradh sin cinntíonn an Ghníomhaireacht go bhfuil nósanna imeachta i bhfeidhm chun a dheimhniú go ndéantar athbhreithniú agus tuairisciú rialta ar rialú inmheánach agus ar ghnéithe de bhainistiú riosca agus go bhforlontar iad le treoirlinnte mionsonraithe dea-chleachtais faoi pholasaithe sceithireachta agus bainistíochta calaíse, idir eile.

Faigheann Coiste Iniúchta agus Riosca na Gníomhaireachta tuarascálacha rialta maidir le rialú inmheánach agus cuirtear gníomhartha i bhfeidhm le rioscaí a bhainistiú i réimsí suntasacha gnó agus le monatóireacht a dhéanamh ar dhul chun cinn maidir le príomhthionscadail agus spriocanna. Tá an coiste údaraithe ag an mBord aon pháirtithe riachtanacha a threorú le haon gníomhaíocht laistigh de raon a théarmaí tagartha a imscrúdú. Is é an príomhchuspóir ná cur go neamhspleách le próiseas foriomlán an Bhoird maidir le cinntiú go gcoimeádtar córas éifeachtach rialaithe inmheánaigh.

The Audit and Risk Committee also agrees the internal audit work schedule and all internal audit reports are reviewed by the Committee. Finally, the Audit and Risk Committee reviews the final reports and accounts and the ensuing report to those charged with governance. The Audit and Risk Committee met on 4 occasions in 2018.

Significant internal control improvements during the year

A number of specific actions have occurred during the year which have strengthened the internal control framework and helped in the managing of the major and inherent risks:

- Continuing investment in Agency wide security keeping up to date with latest virus and ransomware software;
- Continuing review of recommendations made by Internal and External Audit by means of a risk register review at Audit & Risk Committee Board Meeting and accountability meetings;
- The Internal Audit plan is agreed in advance by the Audit & Risk Committee, a new contract commenced in December 2018 and during the year the Agency received an overall 'satisfactory' rating. ;
- Instances of an attempted fraud by fake invoicing was detected and reported as required with no cost to the Agency;
- Continuing review of policies and procedures in the Agency by both Audit & Risk Committee and Board;
- Assessment by the Audit & Risk Committee using the National Audit Office Audit and Risk Assurance Committee Effectiveness Checklist;
- Refresher training for managers and key staff on key policies has taken place;
- Annual Audit Committee report was presented to the Board and approved along with a written report on the progress of the 3 year Corporate Plan.

Significant internal control matters arising during the year

There were no significant control matters which occurred during the year.

The effectiveness of the system of internal financial control is assessed by the Board on the basis of work carried out by the senior management team within the Agency who have responsibility for the development and maintenance of the financial control framework. In conducting their review, the Board takes account of the management letter and other reports of the external auditor. The effectiveness of the system of internal financial controls was reviewed by the Board and the Board concluded that these controls were operating effectively and satisfactorily. Additionally the Board and the Audit & Risk Committee annually assess their own performance.

Factors affecting the Agency during the year

The North South Ministerial Council (NSMC) was established under the Belfast/Good Friday Agreement (1998), to develop consultation, co-operation and action within the island of Ireland. It is responsible for the Corporate Plan annual business plan and budget for all North South bodies. Due to the absence of the Northern Ireland Assembly the NSMC was not able to meet and as a result the corporate plan, business plan and budget have not been approved for 2017 and 2018. In the interim, a contingency arrangement has been put in place in Northern Ireland, whereby a grant can continue to be paid until the end of December 2018. This expenditure will be retrospectively regularised when the Plan is approved by NSMC. In Ireland, the grant has already been approved via the 'estimates' process, and no contingency arrangement is required. There is therefore no significant risk in respect of going concern.

Ian Crozier
Accountable Person

18/12/2019

Ar an gCoiste Iniúchta agus Riosca atá an phríomhfhreagracht athbhreithniú tréimhsiúil a dhéanamh ar an gcreat riosca agus ar thaifid eile riosca. Tá bainistíocht ar chatagóirí riosca leithrinnte go cuí laistigh den eagraíocht. Pléitear aon leasú ar an gcreat laistigh den Choiste Iniúchta agus Riosca agus moltar é don Bhord.

Comhaontaíonn an Coiste Iniúchta agus Riosca an sceideal oibre iniúchta inmheánaigh chomh maith agus déanann an coiste gach tuarascáil inmheánach iniúchta a athbhreithniú. Mar chríoch, déanann an Coiste Iniúchta agus Riosca athbhreithniú ar na tuarascálacha agus na cuntais deiridh agus ar an tuairisc ina dhiaidh sin dóibh siúd atá freagrach as rialachas. Tháinig an Coiste Iniúchta le chéile ar 4 ócáid sa bhliain 2018.

Feabhsuithe suntasacha a cuireadh i bhfeidhm ar an rialú inmheánach le linn na bliana.

Glacadh cúpla cinneadh ar leith le linn na bliana a chur le creat an rialaithe inmheánaigh agus a chuidigh i mbainistiú na rioscaí móra agus bunúsacha:

- Infheistiú leanúnach ar shlándáil ar fud na Gníomhaireachta, ag coinneáil chun dáta leis na bogearraí cosanta víris agus ríomhéirice is déanaí;
- Athbhreithniú leanúnach ar mholtaí a chuirtear chuig an nGníomhaireacht trí iniúchadh inmheánach agus seachtrach trí athbhreithniú ar an gclár rioscaí ag cruinnithe de chuid an Choiste Iniúchta agus Riosca agus de chuid an Bhoird;
- Aontaítear plean an Iniúchta Inmheánaigh roimh ré ag an gCoiste Iniúchta agus Riosca, agus cuireadh tús le conradh nua in Nollaig 2018. Le linn na bliana bhain an Gníomhaireacht rátáil ‘sásúil’ amach ar an iomlán;
- Aimsíodh agus rinneadh tuarascáil ar iarrachtaí calaíse trí mheán sonraisc bhréige a chur chuig an nGníomhaireacht ar costas ar bith don Gníomhaireacht;
- Déanann an Coiste Iniúchta agus Riosca agus an Bord athbhreithniú leanúnach ar pholasaithe agus ar phróisis na Gníomhaireachta;
- Baintear leas as Seicliosta Éifeachtacht Coistí Iniúchta agus Urrúis Rioscaí de chuid na hOifige Náisiúnta Iniúchta agus an Coiste Iniúchta agus Riosca i mbun measúnaithe;
- Cuireadh oiliúint athnuachana ar fáil do stiúrthóirí agus eochairbhaill foirne ar eochair-pholasaithe;
- Cuireadh an Tuarascáil Bhliantúil de chuid an Choiste Iniúchta agus Riosca faoi bhráid an Bhoird agus faomhadh í anuas ar tuarascáil scríofa ar dhul chun cinn an Phlean Chorpáiríochta 3 bliana.

Nithe suntasacha maidir leis an rialú inmheánach a tháinig aníos le linn na bliana

Níor tháinig aon saincheisteanna suntasacha aníos i dtaobh leis an rialú inmheánach le linn na bliana.

Déanann Bord na Gníomhaireachta measúnú ar éifeacht an chórais rialaithe inmheánaigh ar bhonn na hoibre a dhéanann foireann na hardbhainistíochta laistigh den Gníomhaireacht a bhfuil freagracht acu ar fhorbairt agus ar chothú an chreata rialaithe airgeadais. Agus a athbhreithniú ar bun aige, cuireann an Bord litir na bainistíochta agus tuarascálacha eile ón iniúcháir seachtrach san áireamh. Rinne an Bord athbhreithniú ar éifeacht an chórais rialuithe inmheánacha airgeadais agus mheas an Bord go raibh na rialuithe ag feidhmiú go héifeachtach agus go sásúil. Anuas air seo, déanann an Bord agus an Coiste Iniúchta agus Riosca measúnú bliantúil ar a bhfeidhmíocht féin.

Cúinsí a chuaigh i bhfeidhm ar an nGníomhaireacht le linn na bliana

Bunaíodh an Chomhairle Aireachta Thuaidh/Theas (CATT) de réir an Comhaontú Bhéal Feirste/Aoine an Chéasta (1998), le comhairleoireacht, comhoibriú agus gníomhaireacht a fhorbairt ar fud oileán na hÉireann. Tá freagracht aici ar phleananna corparáideacha, pleananna bliantúla gnó agus buiséid gach foras Thuaidh/Theas. D’uireasa Thionól Thuaisceart Éireann, ní raibh sé de chumas an CATT dul ina suí agus mar thoradh níl a beannacht ar phlean corparáideach, plean gnó agus buiséid na Gníomhaireachta do na blianta 2017 agus 2018. San idirlinn, cuireadh socrúchán teagmhais i bhfeidhm i dTuaisceart Éireann, ina leanfadh ar dheontas go dtí deireadh mhí na Nollag 2018. Tabharfar an caiteachas seo chun rialtacha go siarghabhálach nuair a thugann an CATT a beannacht ar an bplean. In Éirinn, tá an deontas seo faofa cheana tríd an bpróiseas ‘meastacháin’, agus ní theastaíonn socrúchán teagmhais. Mar thoradh, níl riosca suntasach ann i leith gnóthas leantach.

INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	2018 £	2018 €	2017 £	2017 €
INCOME					
Revenue Grant from Departments	2	2,337,604	2,642,257	2,473,606	2,821,495
Release from Capital Grant Reserve		43,345	48,994	63,366	72,278
Other Income	3	284,649	321,745	431,867	492,605
Total Income		<u>2,665,598</u>	<u>3,012,996</u>	2,968,839	3,386,378
EXPENDITURE					
Staff Costs	4	861,234	973,477	808,826	922,580
Other Operating Costs	6	566,645	640,495	600,172	684,582
Grants	7	1,376,710	1,556,132	1,323,554	1,509,700
Depreciation	8	43,345	48,994	63,366	72,278
Total Expenditure		<u>2,847,934</u>	<u>3,219,098</u>	2,795,918	3,189,140
Surplus / (Deficit) for the period		(182,336)	(206,102)	172,921	197,238
Surplus/ (Deficit) carried forward from previous year		255,056	287,482	82,135	95,928
Currency Translation Adjustment			(85)		(5,684)
Amount Transferred to Reserves		<u>72,720</u>	<u>81,295</u>	<u>255,056</u>	<u>287,482</u>

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2018

		2018 £	2018 €	2017 £	2017 €
Surplus / (Deficit) for year		<u>(182,336)</u>	<u>(206,102)</u>	172,921	197,238
Experience Gain / (Loss) on pension scheme liabilities	15b	36,000	40,692	181,000	206,456
(Loss) / Gain due to currency movements	15b	(3,000)	(3,391)	(10,000)	(11,406)
Gain / (Loss) on change to assumptions	15b	<u>168,000</u>	<u>189,895</u>	85,000	96,954
Actuarial Gain / (Loss) on Pension Liabilities		201,000	227,195	256,000	292,004
Adjustment to Deferred Pension Funding		(201,000)	(227,195)	(256,000)	(292,004)
Total Comprehensive Income for the year		<u>(182,336)</u>	<u>(206,102)</u>	172,921	197,238

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Keith Gamble
Chairperson

18/12/2019

Ian Crozier
Chief Executive

18/12/2019

CUNTAS IONCAIM DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2018

	Nótaí	2018 £	2018 €	2017 £	2017 €
IONCAM					
Deontas Ioncaim ó na Ranna	2	2,337,604	2,642,257	2,473,606	2,821,495
Scaoileadh ón gCúlchiste Deontais Chaipitil		43,345	48,994	63,366	72,278
Ioncam eile	3	284,649	321,745	431,867	492,605
Ioncam iomlán		2,665,598	3,012,996	2,968,839	3,386,378
CAITEACHAS					
Costais Foirme	4	861,234	973,477	808,826	922,580
Costais Oibríocháin Eile	6	566,645	640,495	600,172	684,582
Deontais	7	1,376,710	1,556,132	1,323,554	1,509,700
Dímheas	8	43,345	48,994	63,366	72,278
Caiteachas Iomlán		2,847,934	3,219,098	2,795,918	3,189,140
Barrachas / (Easnamh) don tréimhse		(182,336)	(206,102)	172,921	197,238
Barrachas/ (Easnamh) curtha ar aghaidh ón bhliain roimhe		255,056	287,482	82,135	95,928
Coigeartú ar Airgeadra a Aistriú			(85)		(5,684)
Méid a Aistríodh go Cúlchistí		72,720	81,295	255,056	287,482

RÁITEAS FAOI IONCAM AITHEANTA DON BHLIAIN DAR CHRÍOCH 31 NOLLAIG 2018

		2018 £	2018 €	2017 £	2017 €
Barrachas / (Easnamh) don bhliain		(182,336)	(206,102)	172,921	197,238
Gnóthachan / (Cailiteanas) ó thaithí ar dhliteanais scéime pinsin	15b	36,000	40,692	181,000	206,456
(Cailiteanas) / Gnóthachan mar gheall ar ghluaiseachtaí airgeadra	15b	(3,000)	(3,391)	(10,000)	(11,406)
Gnóthachan/ (Cailiteanas) ar athrú ar thiomhdí	15b	168,000	189,895	85,000	96,954
Gnóthachan / (Cailiteanas) Achtúireach ar Dhliteanais Phinsin		201,000	227,195	256,000	292,004
Coigeartú ar Chistiú Pinsean Iarchurtha		(201,000)	(227,195)	(256,000)	(292,004)
Gnóthachan Iomlán Aitheanta don Bhliain		(182,336)	(206,102)	172,921	197,238

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Keith Gamble
Caothaoirleach

18/12/2019

Ian Crozier
Príomhfheidhmeannach

18/12/2019

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2018

	Notes	2018 £	2018 €	2017 £	2017 €
FIXED ASSETS					
Property, plant & equipment	8.1	91,803	102,631	87,698	98,849
Intangible Assets	8.2	3,525	3,940	5,287	5,959
Heritage Assets	8.3	31,428	35,135	29,597	33,360
		<u>126,756</u>	<u>141,706</u>	122,582	138,168
CURRENT ASSETS					
Receivables due within one year	9	71,879	80,358	250,846	282,737
Cash and cash equivalents	12.2	291,019	325,342	204,797	230,835
		<u>362,898</u>	<u>405,700</u>	455,643	513,572
CURRENT LIABILITIES (Amounts falling due within one year)					
Payables	10	(290,177)	(324,404)	(200,587)	(226,089)
Net Current Assets / (Liabilities)		<u>72,721</u>	<u>81,296</u>	<u>255,056</u>	<u>287,483</u>
TOTAL ASSETS LESS CURRENT LIABILITIES BEFORE PENSIONS					
		<u>199,477</u>	<u>223,002</u>	377,638	425,651
Pension Liabilities	15b	3,304,000	3,693,684	3,295,000	3,713,933
Deferred Pension Funding	15b	<u>(3,304,000)</u>	<u>(3,693,684)</u>	<u>(3,295,000)</u>	<u>(3,713,933)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>199,477</u>	<u>223,002</u>	<u>377,638</u>	<u>425,651</u>
CAPITAL AND RESERVES					
Income and Expenditure Account Reserve		72,720	81,296	255,056	287,483
Capital Grant Reserve		126,757	141,706	122,582	138,168
		<u>199,477</u>	<u>223,002</u>	<u>377,638</u>	<u>425,651</u>

All amounts relate to continuing activities.

The notes numbered 1 to 19 form part of these financial statements.

Keith Gamble
Chairperson

18/12/2019

Ian Crozier
Chief Executive

18/12/2019

CLÁR COMHARDAITHE AMHAIL AN 31 NOLLAIG 2018

	Nótaí	2018 £	2018 €	2017 £	2017 €
SÓCMHAINNÍ SEASTA					
Sócmhainní Inláimhsithe	8.1	91,803	102,631	87,698	98,849
Sócmhainní Doláimhsithe	8.2	3,525	3,940	5,287	5,959
Sócmhainní Oidhreachtúla	8.3	31,428	35,135	29,597	33,360
		126,756	141,706	122,582	138,168
SÓCMHAINNÍ REATHA					
Féichiúnaithe iníoctha laistigh de bhliain amháin	9	71,879	80,358	250,846	282,737
Airgead sa bhanc agus ar láimh	12.2	291,019	325,342	204,797	230,835
		362,898	405,700	455,643	513,572
DLITEANAIS REATHA (Suimeanna Dlíte Laistigh de Bhliain Amháin)					
Creidiúnaithe	10	(290,177)	(324,404)	(200,587)	(226,089)
Glan-Sócmhainní (Dlíteanais) Reatha		72,721	81,296	255,056	287,483
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA ROIMH PHINSIN					
		199,477	223,002	377,638	425,651
Dlíteanais Phinsin	15b	3,304,000	3,693,684	3,295,000	3,713,933
Maoiniú Pinsin Iarchurtha	15b	(3,304,000)	(3,693,684)	(3,295,000)	(3,713,933)
SÓCMHAINNÍ IOMLÁNA LÚIDE DLITEANAIS REATHA					
		199,477	223,002	377,638	425,651
CAIPITEAL AGUS CÚLCHISTÍ					
Cúlchiste Ioncaim agus Caiteachais		72,720	81,296	255,056	287,483
Cúlchiste Deontais Caipitil		126,757	141,706	122,582	138,168
		199,477	223,002	377,638	425,651

Baineann na méideanna ar fad le gníomhaíochtaí leanúnacha.

Is cuid de na ráitis airgeadais seo iad na nótaí 1 go dtí 19.

Keith Gamble
Caothaoirleach

18/12/2019

Ian Crozier
Príomhfheidhmeannach

18/12/2019

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	2018 £	2018 €	2017 £	2017 €
NET CASH FLOWS FROM OPERATING ACTIVITIES	11	86,222	94,506	114,428	124,837
CASH FLOWS FROM INVESTING ACTIVITIES:					
Payments to acquire property, plant and equipment	8	(47,519)	(53,712)	(18,422)	(21,012)
CASH FLOWS FROM FINANCING ACTIVITIES:					
NET CASH IN/(OUT)FLOW BEFORE FINANCING		<u>38,703</u>	<u>40,794</u>	96,006	103,825
FINANCING					
Capital Grant Received	2	47,519	53,712	1,864	2,126
NET CASH IN/(OUT)FLOW FROM FINANCING		<u>47,519</u>	<u>53,712</u>	1,864	2,126
INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		<u><u>86,222</u></u>	<u><u>94,506</u></u>	97,870	105,951

Keith Gamble
Chairperson

18/12/2019

Ian Crozier
Chief Executive

18/12/2019

RÁITEAS SREABHAIDH AIRGID DON BHLIAIN DÁR CHRÍOCH AN 31 NOLLAIG 2018

	Nótaí	2018 £	2018 €	2017 £	2017 €
GLAN-INSREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN	11	86,222	94,506	114,428	124,837
SREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ INFHEISTÍOCHTA					
Íocaíochtaí le sócmhainní seasta a fháil	8	(47,519)	(53,712)	(18,422)	(21,012)
SREABADH AIRGID Ó GHNÍOMHAÍOCHTAÍ MAOINTHE:		-	-	-	-
GLAN-IN(EIS)SREABHADH AIRGID ROIMH MHAOINIÚ		38,703	40,794	96,006	103,825
MAOINIÚ					
Deontas Caipitil a Fuarthas	2	47,519	53,712	1,864	2,126
GLAN-IN/(EIS)SREABHADH AIRGID ROIMH MHAOINIÚ		47,519	53,712	1,864	2,126
MÉADÚ/(LAGHDÚ) IN AIRGEAD AGUS CÓIBHÉISÍ AIRGID		86,222	94,506	97,870	105,951

Keith Gamble
Caothaoirleach

18/12/2019

Ian Crozier
Príomhfheidhmeannach

18/12/2019

STATEMENT OF CHANGES IN EQUITY AS AT 31 DECEMBER 2018

INCOME AND EXPENDITURE ACCOUNT RESERVE

	2018 £	2018 €	2017 £	2017 €
Balance at 1 January 18	255,056	287,483	82,135	95,928
Currency Translation Adjustment		(85)		(5,684)
Surplus/(Deficit)	<u>(182,336)</u>	<u>(206,102)</u>	172,921	197,239
Balance at 31 December 18	<u>72,720</u>	<u>81,296</u>	255,056	287,483

CAPITAL GRANT RESERVE

	2018 £	2018 €	2017 £	2017 €
Balance at 1 January 18	122,582	138,168	184,087	215,005
Capital funding Receivable	47,519	53,712	1,864	2,126
Disposals - NBV	-	-	(3)	(3)
Less amount released to Income Statement	<u>(43,345)</u>	<u>(48,994)</u>	<u>(63,366)</u>	<u>(72,278)</u>
	126,757	142,886	122,582	144,850
Currency Translation Adjustment	-	(1,180)	-	(6,682)
Balance at 31 December 18	<u>126,757</u>	<u>141,706</u>	122,582	138,168

RÁITEAS AR ATHRUITHE I GCAIPITEAL GNÁTHSCAIREANNA AMHAIL AN 31 NOLLAIG 2018

CÚLCHISTE IONCAIM AGUS CAITEACHAIS

	2018	2018	2017	2017
	£	€	£	€
Iarmhéid ar 1 Eanáir 18	255,056	287,483	82,135	95,928
Coigeartú ar Airgeadra a Aistriú		(85)		(5,684)
Barrachas/(Easnamh)	<u>(182,336)</u>	<u>(206,102)</u>	172,921	197,239
Iarmhéid at 31 Nollaig 18	<u>72,720</u>	<u>81,296</u>	255,056	287,483

CÚLCHISTE DEONTAIS CAIPITIL

	2018	2018	2017	2017
	£	€	£	€
Iarmhéid ar 1 Eanáir 18	122,582	138,168	184,087	215,005
Deontas Caipitil a Fuarthas	47,519	53,712	1,864	2,126
Diúscairtí – Glanluach de réir leabhar	-	-	(3)	(3)
Lúide an méid scaoilte leis an Ráiteas ar Ioncam	<u>(43,345)</u>	<u>(48,994)</u>	<u>(63,366)</u>	<u>(72,278)</u>
	126,757	142,886	122,582	144,850
Coigeartú ar Airgeadra a Aistriú		(1,180)	-	(6,682)
Iarmhéid at 31 Nollaig 18	<u>126,757</u>	<u>141,706</u>	122,582	138,168

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

The principal accounting policies which have been adopted in the preparation of the accounts are as follows:-

1.1 Accounting Convention

In accordance with the North South Implementation Bodies Annual Report and Accounts Guidance issued by the Department of Finance (DoF) and the Department of Public Expenditure and Reform (DPER) in June 2017, the financial statements have been prepared in accordance with applicable UK accounting standards, including Financial Reporting Standard 102 'FRS 102'. The accounts have been prepared in accordance with the historical cost convention. The accounts comply with the accounting and disclosure requirements issued by DFP and DPER.

This is the second year in which the financial statements have been prepared under FRS 102 – the date of transition to FRS 102 was 1 January 2016.

1.2 Fixed Assets

Tangible Assets

Tangible assets are capitalised at acquisition value to the Agency. Depreciation is calculated to write off the cost of tangible assets within their useful lives. Depreciation is charged in full on assets in the year of acquisition and no depreciation is charged in year of disposal, using the straight-line method. The rates applicable are:-

Office Equipment	20%
Fixtures & Fittings	10%
Computer Equipment	33.33%
Musical Instruments	20%
Motor Vehicles	20%
Visitor Centre Equipment	33.33%

A Tangible Asset is any asset intended for use on a continuing basis with an expected life of more than one year and a purchase value in excess of £330 (€500).

Intangible assets

Intangible assets are measured at cost less accumulated amortisation and any accumulated impairment losses. Intangible assets are recognised with a purchase value in excess of £330 (€500).

Amortisation is charges so as to allocate the cost of intangibles less their residual values over their estimated useful lives, using the straight-line method. The intangible assets are amortised using the following rates:

Trademarks	20%
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Heritage Assets

Heritage assets are capitalised at acquisition value to the Agency. They are treated as non-depreciable items.

The heritage assets relate principally to books and items which are of a historical nature that are held and maintained principally for their contribution to knowledge and culture of Ulster-Scots. A description of the collection and their management is given in note 8.

NÓTAÍ LEIS NA CUNTAIS

1 BEARTAIS CHUNTASAÍOCHTA

Is iad seo a leanas na príomhbheartais chuntasaíochta a úsáideadh agus na cuntais á n-ullmhú:

1.1 Coinbhinsiún Cuntasaíochta

Ag teacht leis an treoir do na cuntais agus tuarascála bliantúla do Chomhlachtaí Forfheidhmithe Thuaidh/Theas, arna heisiúint ag an Roinn Pobal (RP) agus an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG) i mí Meithimh 2017; tá na ráitis airgeadais á n-ullmhú de réir caighdeáin chuntasaíochta chuí sa Ríocht Aontaithe; an Caighdeán Tuarascála Airgeadais FRS102 san áireamh. Ullmhaíodh na cuntais de réir an choinbhinsiúin costas stairiúil. Cloíonn na cuntais leis na riachtanais chuntasaíochta agus nochtaithe eisithe ag RAP agus RCPA.

Seo an dara bliain inar tuairiscíodh na ráitis airgeadais de réir FRS 102 – is é an dáta athraithe go FRS 102 ná 01 Eanáir 2016.

1.2 Sócmhainní Seasta

Sócmhainní Inláimhsithe

Tá Sócmhainní Seasta curtha isteach ag a gcostas don ghníomhaireacht. Ríomhtar dímheas chun costais sócmhainní seasta a dhíscríobh laistigh dá saolré úsáideach. Gearrtar dímheas ina iomláine ar shócmhainní sa bhliain sealbhaithe agus ní ghearrtar aon dímheas orthu sa bhliain dhiúscartha, ag baint úsáide as modh an mhéid chothroim. Is iad seo a leanas na rátaí a úsáidtear in aghaidh na bliana:

Trealaimh Oifige	20%
Daingneáin & Feistis	10%
Trealamh Ríomhaireachta	33.33%
Uirlísí Ceoil	20%
Mótarfheithicilí	20%
Trealamh Ionaid cuairteoirí	33.33%

Is Sócmhainn Inláimhsithe aon sócmhainn leagtha amach le húsáid ar bhonn leanúnach le saolré measta níos mó ná bliain amháin agus luach ceannaigh níos mó ná £330 (€500).

Sócmhainní doláimhsithe

Ríomhtar sócmhainní doláimhsithe ar a gcostas lúide amúchadh carntha agus aon chailteanais charntha lagaithe. Aithnítear sócmhainní doláimhsithe le luach ceannaigh othu atá níos mó ná £330 (€500).

Is amúchadh é muirir le costas na sócmhainní doláimhsithe lúide a luachanna iarmharach a dháileadh le linn a saolréanna measta, ag baint úsáide as modh an mhéid chothroim. Is iad seo a leanas na rátaí a úsáidtear le hamúchadh a ríomh in aghaidh na bliana:

Trádmharcanna	20%
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Sócmhainní Oidhrechtúla

Caipitlítear sócmhainní oidhrechtúla ar a luach sealbhaithe don Ghníomhaireacht. Caitear leo mar mhíreanna nach féidir a dhímheas.

Baineann na sócmhainní oidhrechtúla den chuid is mó le leabhair agus earraí a bhfuil feidhm stairiúil orthu agus a gcothaítear iad de bharr go gcuireann siad le heolas faoin Ultais agus faoi chultúr na hUltaise. Tá cur síos ar an mbailiúchán agus ar an gcaoi a mbainistítear iad ar fáil i nóta 8.

1.3 Pension Costs

The North South Ministerial Council Pension Scheme was set up on 1 April 2005. It is open to new employees and provision has been made for employees who joined the Agency before this date to pay backdated contributions from the start of their employment. The pension scheme was a final salary pension scheme up until July 2014 and since that date has changed to a career average salary pension scheme which is administered by an external administrator. Pension contributions are paid monthly by the Agency to Department for Communities (DfC) and the Department of Culture, Heritage and the Gaeltacht (DCHG).

1.4 Value Added Tax

The Ulster-Scots Agency is not in a position to reclaim VAT. Therefore, VAT is included as expenditure and where appropriate capitalised in the value of Fixed Assets.

1.5 Currency Translation

The Ulster-Scots Agency has disclosed information on the face of the Income Statement, Statement of Financial Position and Statement of Cash Flows in both STG£ and EURO€. Amounts on the Income Statement and Statement of Cash Flows were translated at an average rate throughout the year. Assets and liabilities were translated at the closing rate. The Agency has a Euro bank account. The transactions in this account were translated to sterling at an average rate throughout the year, while the closing balance was translated at the rate ruling at the year end. This has resulted in a foreign currency loss, which has been debited to the Income Statement. The rates of exchange used are as follows:

	2018	2017
Average rate	£1 = €1.130327	£1 = €1.140641
Closing rate	£1 = €1.117943	£1 = €1.127142

1.6 Revenue

a) Grants receivable and payable

Grants payable to third parties are recognised as expenditure in the year in which the recipient carries out the activity that creates an entitlement. Revenue grants receivable are recognised in the period in which they are received.

b) Other Revenue

Other revenue is recognised on an accruals basis.

1.7 Accounting Policy - Pensions

The Ulster-Scots Agency operates a defined benefit pension scheme which is funded, annually on a 'pay as you go' basis from monies available to it, including monies provided by the Department for Communities (DfC) and the Department of Culture, Heritage and the Gaeltacht (DCHG). Funding is also provided by way of deductions from staff salaries, which are repaid by the Ulster-Scots Agency to the Department for Communities (DfC) and the Department of Culture, Heritage and the Gaeltacht (DCHG). Deductions are included within salaries and wages costs (Note 4).

Pension Scheme liabilities are measured on an actuarial basis using the projected unit method.

Pension costs reflect pension benefits earned by employees in the period. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable, and offset by grants received in the year to discharge pension payments. Actuarial gains or losses arising from changes in Actuarial assumptions and from experience surpluses and deficits are recognised in the Statement of Comprehensive Income for the year in which they occur and a corresponding adjustment is recognised in the amount recoverable from the Department for Communities (DfC) and the Department of Culture, Heritage and the Gaeltacht (DCHG). Pension liabilities represent the present value of future pension payments earned by staff to date. Deferred pension funding represents the corresponding asset to be recovered in future periods from Department for Communities (DfC) and the Department of Culture, Heritage and the Gaeltacht (DCHG).

1.3 Costais Phinsin

Cuireadh Scéim Pinsin na Comhairle Aireachta Thuaidh Theas ar bun ar 1 Aibreán 2005. Tá sí oscailte d'fhostaithe nua agus tá soláthar ann i gcomhair fostaithe a thosaigh ag obair sa Ghníomhaireacht roimh an dáta seo gur féidir ranníocaíochtaí siardhátaíthe a íoc ó thús a gcuid fostaíochta. Ba scéim pinsin tuarastail deiridh í an scéim pinsin a fhad le hIúil 2014 agus ón dáta sin tá sí athraithe go scéim pinsin meántuarastail gairmréime atá á riar ag riarthóir seachtrach. Íocann an Ghníomhaireacht ranníocaíochtaí míosúla leis an Roinn Pobal (RP) agus leis an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG).

1.4 Cáin Bhreisluacha

Ní féidir le Ghníomhaireacht na hUltaise CBL a aiséileamh. Dá bhrí sin, tá CBL san áireamh mar chaiteachas agus nuair is cuí cuirtear san áireamh í agus luach Sócmhainní Seasta á fhógairt.

1.5 Aistriú Airgeadra

Tá eolas nochtaithe ag Ghníomhaireacht na hUltaise sa Ráiteas Ioncaim agus Caiteachais, sa Chlár Comhardaithe agus sa Ráiteas faoi Shreabhadh Airgid in STG£ agus EURO€ araon. Rinneadh na méideanna sa Chuntas Ioncaim agus Caiteachais agus sa Ráiteas faoi Shreabhadh Airgid a aistriú ag meánráta i rith na bliana. Aistríodh sócmhainní agus dliteanais ag ráta dheireadh na bliana. Tá cuntas bainc euro ag an nGníomhaireacht. Rinneadh na hidirbhearta sa chuntas seo a aistriú go steirling ag meánráta i rith na bliana, cé gur aistríodh an t-iarmhéid deiridh ag an ráta a bhí i bhfeidhm ag deireadh na bliana. D'fhág seo go raibh cailleanas ar airgead coigríche agus cuireadh sin chun dochair sa Chuntas Ioncaim agus Caiteachais. Is iad seo a leanas na rátaí malairte a úsáidtear:

	2018	2017
Meánráta	£1 = €1.130327	£1 = €1.140641
Comhardú deiridh	£1 = €1.117943	£1 = €1.127142

1.6 Ioncam

a) Deontais infhála agus iníoctha

Aithnítear deontais a bhíonn iníoctha le tríú páirtithe mar chaiteachas sa bhliain ina ndéanann an deontai gníomh a chruthaíonn teidhlíocht deontais. Ríomhtar deontais ioncaim infhála sa tréimhse ina bhfaightear iad.

b) Ioncam Eile

Aithnítear ioncam eile ar bhonn fabhraithe.

1.7 Polasaí Cuntasaíochta - Pinsin

Feidhmíonn Ghníomhaireacht na hUltaise scéim pinsin le sochar sainithe a mhaoinítear go bliantúil ar bhonn 'íoctar-mar-a-úsáidtear' ó airgead a bhíonn ar fáil dó, lena n-áirítear airgead a chuireann an Roinn Pobal (RP) agus an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG) ar fáil. Cuirtear maoiniú ar fáil chomh maith trí asbhaintí tuarastail foirne a íocann Ghníomhaireacht na hUltaise ar ais leis an Roinn Pobal (RP) agus an Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG). Áirítear na hasbhaintí sna costais tuarastal agus pá (Nóta 4).

Déantar dliteanais na Scéime Pinsean a thomhas ar bhonn achtúireach ag baint leasa as modh na n-aonad réamh-mheasta.

Léiríonn costais pinsean sochair pinsean tuillte ag fostaithe sa tréimhse. Aithnítear suim ar cóimhéid leis an muirear pinsean mar ioncam sa mhéid is go bhfuil sé in-aisghabhála agus déanann na deontais a fhaightear le linn na bliana chun íocaíochtaí pinsean a dhéanamh fritháireamh air. Aithnítear gnóthachain nó cailleanais ag éirí as toimhdí achtúireacha agus ó bharrachais agus easnaimh ó thaithí aithnithe sa Ráiteas um Ghnóthachain agus Cailleanais Iomlána Aitheanta don bhliain ina dtarlaíonn siad agus aithnítear leasú coibhéiseach sa tsuim atá in-aisghabhála ón Roinn Pobal (RP) agus ón Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG). Léiríonn na dliteanais phinsin an luach reatha ar íocaíochtaí pinsean sa todhchaí atá tuillte go dáta ag an bhfoireann. Léiríonn maoiniú pinsin iarchurtha an tsócmhainn choibhéiseach le haisghabháil i dtréimhsí as seo amach ón Roinn Pobal (RP) agus ón Roinn Cultúir, Oidhreachta agus Gaeltachta (RCOG).

1.8 Operating Leases

The Agency has no finance leases. Costs in relation to operating leases are charged to the Income Statement over the life of the lease. Forward liabilities are disclosed in note 13.

2 GRANT FROM THE DEPARTMENTS

	2018 DFC £	2018 DCHG £	2018 DFC €	2018 DCHG €	2018 Total £	2018 Total €	2017 Total £	2017 Total €
Revenue Grant	<u>1,755,392</u>	<u>582,212</u>	<u>1,984,167</u>	<u>658,090</u>	<u>2,337,604</u>	<u>2,642,257</u>	2,473,606	2,821,495
	1,755,392	582,212	1,984,167	658,090	2,337,604	2,642,257	2,473,606	2,821,495
Capital Grant	<u>7,557</u>	<u>39,962</u>	<u>8,542.00</u>	<u>45,170</u>	<u>47,519</u>	<u>53,712</u>	1,864	2,126
	<u>1,762,949</u>	<u>622,174</u>	<u>1,992,709</u>	<u>703,260</u>	<u>2,385,123</u>	<u>2,695,969</u>	2,475,470	2,823,621

The Agency was paid grants from money voted by the Northern Ireland Assembly and Dáil Éireann. NSMC, with the approval of the Finance Ministers recommend that the grants should be split on a 75:25 basis – DfC (75%) and DCHG (25%). These monies were paid from money appropriated by the Appropriation (NI) Order 1999 and by the Dáil Éireann. As set out in accounting policy 1.6 (a) revenue grants from sponsoring departments are recognised when received.

3 OTHER OPERATING INCOME

	2018 £	2018 €	2017 £	2017 €
Other Income	54,805	61,947	143,188	163,326
Net deferred funding for pensions	210,000	237,368	262,000	298,848
Service Charge Income	19,844	22,430	26,679	30,431
	<u>284,649</u>	<u>321,745</u>	<u>431,867</u>	<u>492,605</u>

4 STAFF COSTS AND BOARD MEMBERS

	2018 £	2018 €	2017 £	2017 €
Wages & salaries	404,050	456,709	391,387	446,432
Board Costs	54,064	61,111	54,254	61,884
Social Security Costs	36,558	41,322	40,331	46,003
Staff Substitution	11,003	12,437	17,519	19,983
Temporary Staff	75,060	84,843	16,885	19,260
Pension costs	280,499	317,055	288,450	329,018
Total Staff and Board Costs	<u>861,234</u>	<u>973,477</u>	<u>808,826</u>	<u>922,580</u>

The average weekly number of employees (full-time equivalent) was:

	2018	2017
Permanent Staff		
Senior Management	3	2
Corporate Services	3	3
Operations	6	7
Agency/ temporary staff	2	1

No employees have been seconded out to other organisations in either financial year. DfC made a staff member available on temporary loan at no cost to the Agency for a short number of weeks during the first part of the year to cover staff sickness within the Agency.

For further information regarding the pay and pension packages on the senior management team please see the Remuneration Report in the Annual Report.

5 PERFORMANCE AGAINST KEY FINANCIAL TARGETS

Department for Communities (DfC) and the Department of Culture, Heritage and the Gaeltacht (DCHG) did not consider it appropriate to set key financial targets for the Ulster-Scots Agency for the year ended 31 December 2018.

1.8 Léasanna Oibriúcháin

Níl aon léasanna airgeadais ag an nGníomhaireacht. Gearrtar cíosanna léasa oibriúcháin ar an gCuntas Ioncaim agus Caiteachais ar bhonn líne díri thar théarma an léasa. Nochtar dliteanais sa todhchaí i nóta 13.

2 DEONTAS Ó NA RANNA

	2018 RP £	2018 RCOG £	2017 RP €	2017 RCOG €	2018 Iomlán £	2018 Iomlán €	2017 Iomlán £	2017 Iomlán €
Deontas Ioncaim	1,755,392	582,212	1,984,167	658,090	2,337,604	2,642,257	2,473,606	2,821,495
Deontas Caipitil	7,557	39,962	8,542	45,170	47,519	53,712	1,864	2,126
	<u>1,762,949</u>	<u>622,174</u>	<u>1,992,709</u>	<u>703,260</u>	<u>2,385,123</u>	<u>2,695,969</u>	<u>2,475,470</u>	<u>2,823,621</u>

Íocadh deontais leis an nGníomhaireacht ó airgead a vótáil Tionól Thuaisceart Éireann agus Dáil Éireann. Mhol CATT, le faomhadh na nAirí Airgeadais, go ndéanfaí na deontais a roinnt ar bhonn 75:25 - RP (75%) agus RCOG (25%). Íocadh na hairgid seo ó airgead leithghafa ag an Appropriation (NI) Order 1999 agus ag Dáil Éireann. De réir mar atá sé leagtha amach i bpolasaí cuntasáiochta 1.6 (a) aithnítear deontais ioncaim ó na Ranna Coimircíochta nuair a fhaightear iad.

3 IONCAM OIBRIÚCHÁIN EILE

	2018 £	2018 €	2017 £	2017 €
Ioncam Eile	54,805	61,947	143,188	163,326
Glanchistiú iarchurtha do phinsin	210,000	237,368	262,000	298,848
Ioncam Muirir Seirbhíse	19,844	22,430	26,679	30,431
	<u>284,649</u>	<u>321,745</u>	<u>431,867</u>	<u>492,605</u>

4 COSTAIS FOIRNE AGUS COMHALTAÍ BOIRD

	2018 £	2018 €	2017 £	2017 €
Pá agus Tuarastail	404,050	456,709	391,387	446,432
Costais Bhoird	54,064	61,111	54,254	61,884
Costais Slándála Sóisialaí	36,558	41,322	40,331	46,003
Ionadú Foirne	11,003	12,437	17,519	19,983
Foireann Shealadach	75,060	84,843	16,885	19,260
Costais Phinsin	280,499	317,055	288,450	329,018
Costais Iomlána Foirne agus an Bhoird	<u>861,234</u>	<u>973,477</u>	<u>808,826</u>	<u>922,580</u>

Ba é an meánlíon seachtainiúil fostaithe (coibhéiseach lánaimseartha):

	2018	2017
Foireann Bhuan		
Ardbhainistíocht	3	2
Seirbhísí Corparáideacha	3	3
Gnóthaí	6	7
Foireann ar Iasacht/Foireann Shealadach	2	1

Níor tugadh aon fhostaí ar iasacht d'eagraíochtaí eile i gceann ar bith de na blianta airgeadais. Chuir an RP ball foirne ar fáil ar iasacht sealadach gan costas ar bith don Gníomhaireacht le linn líon beag seachtainí i dtosach na bliana le breoiteacht foirne sa Gníomhaireacht a chlúdach.

I gcomhair tuilleadh eolais faoi shocrúcháin phá agus phinsin na hardbhainistíochta, féach ar an Tuarascáil ar Luach Saothar mar chuid den Tuarascáil Bhliantúil.

5 FEIDHMÍOCHT I LEITH NA BPRÍOMHSPRIOCANNA AIRGEADAIS

Níor shíl an Roinn Pobal (RP) agus an Roinn Cultúir, Oidhreacht agus Gaeltachta (RCOG) go raibh sé oiriúnach príomhshpriocanna airgeadais a leagan síos do Gníomhaireacht na hUltaise don bhliain dár chríoch an 31 Nollaig 2018.

6. OTHER OPERATING COSTS

	2018	2018	2017	2017
	STG £	€	STG £	€
Travel & Subsistence	33,973	38,401	27,784	31,692
Hospitality	870	983	351	400
Training	9,003	10,177	2,819	3,216
Consultancy	-	-	-	-
Advertising/Media	213,178	240,962	214,206	244,332
Electricity	10,859	12,275	9,951	11,350
Insurance	7,915	8,946	6,836	7,798
Office Supplies	9,702	10,967	350	399
Foreign Currency (Gain)/Loss	2,093	2,366	7,573	8,638
Rent & Rates	80,270	90,731	76,392	87,136
Internal Audit & Accountancy	13,217	14,940	10,013	11,421
Postage and Stationery	4,813	5,441	7,644	8,719
Telephone	10,585	11,964	9,169	10,459
Meetings	593	670	1,012	1,155
Office IT, Web Site design and Maintenance	31,174	35,237	77,518	88,420
Other Office Costs	44,649	50,466	42,197	48,131
Disposals	-	-	3	3
Assets Written Back**	-	-	(3)	(3)
Auditors Remuneration	18,000	20,346	22,000	25,094
Distribution of Ulster Scots Newspaper	28,046	31,701	33,600	38,326
Pension Administrator Costs	7,774	8,787	8,176	9,326
Legal & Professional	4,824	5,453	9,198	10,492
Subscriptions	5,768	6,519	5,233	5,969
Motor vehicle costs	1,366	1,544	1,471	1,678
Service Charge expenditure	27,973	31,619	26,679	30,431
	566,645	640,495	600,172	684,582

** Assets written back is the Net Book Value of all disposals in year which still had a book value.

Travel & Subsistence

Of the total costs incurred for travel and subsistence, £21,584 (€24,396) was national (within the island of Ireland) and £12,389 (€14,004) was international (all other travel).

6. COSTAIS OIBRIÚCHÁIN EILE

	2018 STG £	2018 €	2017 STG £	2017 €
Taisteal & Cothabháil	33,973	38,401	27,784	31,692
Fáilteachas	870	983	351	400
Oiliúint	9,003	10,177	2,819	3,216
Sainchomhairliúchán	-	-	-	-
Fógraíocht/na Meáin	213,178	240,962	214,206	244,332
Leictreachas	10,859	12,275	9,951	11,350
Árachas	7,915	8,946	6,836	7,798
Soláthairtí Oifige	9,702	10,967	350	399
(Gnóthachan)/Cailliúint ar airgeadra coigríche	2,093	2,366	7,573	8,638
Cíos & Rátaí	80,270	90,731	76,392	87,136
Iníúchadh Inmheánach & Cuntasaíocht	13,217	14,940	10,013	11,421
Postas agus Stáiseanáireacht	4,813	5,441	7,644	8,719
Guthán	10,585	11,964	9,169	10,459
Cruinnithe	593	670	1,012	1,155
TF Oifige, Dearadh Suímh Gréasáin agus Cothabháil	31,174	35,237	77,518	88,420
Costais Eile Oifige	44,649	50,466	42,197	48,131
Diúscairtí	-	-	3	3
Sócmhainní scríofa ar ais**	-	-	(3)	(3)
Luach Saothair Iníúcháirí	18,000	20,346	22,000	25,094
Dáileadh an Nuachtáin Ultaise	28,046	31,701	33,600	38,326
Costais Riarthóir Pinsin	7,774	8,787	8,176	9,326
Dlí & Gairmiúil	4,824	5,453	9,198	10,492
Síntúis	5,768	6,519	5,233	5,969
Costais a bhaineann le mótarfheithiclí	1,366	1,544	1,471	1,678
Caiteachas ar Mhuirear Seirbhíse	27,973	31,619	26,679	30,431
	566,645	640,495	600,172	684,582

** Is ionann sócmhainní scríofa ar ais agus Glanluach Leabhair gach diúscairte sa bhliain a raibh luach leabhair fós air.

Taisteal & Cothabháil

As an gcaiteachas iomlán ar taisteal agus cothabháil, bhain, £21,584 (€24,396) le taisteal agus cothabháil go náisiúnta (laistigh d'oiléan na hÉireann) agus bhain £12,389 (€14,004) le taisteal agus cothabháil go hidirnáisiúnta (aon taisteal eile).

7 ANALYSIS OF GRANT MOVEMENTS

The Agency makes offers of grant assistance which, if accepted, remain valid as commitments of the Agency. Such offers are de-committed when the offer period has expired or the circumstances alter.

	2018	2018	2017	2017
	£	€	£	€
Grant commitments at 1 January	103,864	118,472	151,292	184,614
Grant Approvals in period	1,455,766	1,776,408	1,368,432	1,669,838
Grant De-committed in period	(48,340)	(58,987)	(92,306)	(112,637)
Grant Expenditure in period:				
Core Funded Activities (2017 reclassified)	(366,257)	(413,990)	(379,652)	(433,047)
Music and Dance Tuition (2017 reclassified)	(352,469)	(398,405)	(403,264)	(459,979)
Capacity Building Activities (2017 reclassified)	(103,861)	(117,397)	(84,627)	(96,529)
Educational and Language activities (2017 reclassified)	(208,406)	(235,567)	(196,641)	(224,297)
Wider Community based activities (2017 reclassified)	(345,717)	(390,773)	(259,370)	(295,848)
Grant Commitments at 31 December	134,580	279,761	103,864	232,115
Currency translation adjustment		(126,252)		(113,643)
Grant Commitments as at 31 December	134,580	153,509	103,864	118,472

The Ulster-Scots Agency has had third party transactions with the following groups whom the Agency funded under their core funding scheme:-

	2018	2018	2017	2017
	£	€	£	€
Ulster Scots Community Network	310,860	351,373	297,903	339,800
Monreagh Ulster Scots Education Centre	60,000	67,820	81,749	93,246

8.1 FIXED ASSETS – TANGIBLE ASSETS

	Computer Equipment	Office Equipment	Fixtures & Fittings	Musical Instruments	Visitor Centre	Motor Vehicles	*Fixed Asset Under Construction	TOTAL	Total
	£	£	£	£	£	£	£	£	€
COST									
At 31 December 2017	115,841	85,350	89,108	16,205	41,094	19,944	-	367,542	414,272
Additions	-	-	39,622	1,610	4,456	0	-	45,688	51,642
Disposals	(11,926)	-	(2,382)	-	-	-	-	(14,308)	(16,173)
At 31 December 2018	103,915	85,350	126,348	17,815	45,550	19,944	-	398,922	449,741
DEPRECIATION									
At 31 December 2017	111,265	64,598	58,409	12,953	24,641	7,978	0	279,844	315,424
Provision for the year	4,576	7,876	8,743	1,216	15,183	3,989	0	41,583	47,002
Disposals	(11,926)	0	(2,382)	0	0	0	0	(14,308)	(16,173)
At 31 December 2018	103,915	72,474	64,770	14,169	39,824	11,967	0	307,119	346,253
NET BOOK VALUE 2018	0	12,876	61,578	3,646	5,726	7,977	0	91,803	103,488
At 31 December 2018 €	(15)	14,488	69,506	4,112	6,419	8,978	0	103,488	
Currency Translation Adjustment	15	(93)	(665)	(36)	(18)	(60)	0	(855)	
At 31 December 2018 € as restated	0	14,395	68,841	4,076	6,401	8,918	0	102,631	

7 ANAILÍS AR GHLUAISEACHTAÍ DEONTAS

Cuireann an Gníomhaireacht tairiscintí cúnaimh dheontais ar fáil a fhanann, má ghlactar leo, mar cheangaltais bhailí ar an nGníomhaireacht. Díthiomnaítear na tairiscintí sin ag deireadh tréimhse na tairisceana nó má athraítear cúinsí.

	2018 £	2018 €	2017 £	2017 €
Ceangaltais Deontais amhail 1 Eanáir	103,864	118,472	151,292	184,614
Ceaduithe Deontais sa tréimhse	1,455,766	1,776,408	1,368,432	1,669,838
Deontais a Díscríobhadh sa tréimhse	(48,340)	(58,987)	(92,306)	(112,637)
Caiteachas Deontais sa tréimhse:				
Gníomhaíochtaí Croímhaoinithe (2017 athchláraithe)	(366,257)	(413,990)	(379,652)	(433,047)
Teagasc sa Cheol agus sa Damhsa (2017 athchláraithe)	(352,469)	(398,405)	(403,264)	(459,979)
Gníomhaíochtaí Tógála Cumais (2017 athchláraithe)	(103,861)	(117,397)	(84,627)	(96,529)
Gníomhaíochtaí Oideachachais agus Teanga (2017 athchláraithe)	(208,406)	(235,567)	(196,641)	(224,297)
Gníomhaíochtaí sa Phobal Mór (2017 athchláraithe)	(345,717)	(390,773)	(259,370)	(295,848)
Ceangaltais Deontais amhail 31 Nollaig	134,580	279,761	103,864	232,115
Coigeartú ar Airgeadra a Aistriú		(126,252)		(113,643)
Ceangaltais Deontais amhail 31 Nollaig	134,580	153,509	103,864	118,472

Bhí idirbheartaíocht ag Gníomhaireacht na hUltaise le tríú páirtithe leis na grúpaí seo a leanas, ar thug an Gníomhaireacht maoiniú dóibh mar chuid dá scéim croímhaoinithe:-

	2018 £	2018 €	2017 £	2017 €
Líonra Pobail na hUltaise	310,860	351,373	297,903	339,800
Ionad Oideachais Ultaise Mhóin Riabhach	60,000	67,820	81,749	93,246

8.1 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ INLÁIMHSITHE

	Trealamh Ríomhaireachta	Trealamh Oifige	Daingneáin & Feistis	Uirlisí Ceoil	Ionad Cuairteoirí	Mótar- fheithiclí	*Sócmhainní atá á dtógáil	IOMLÁN	Iomlán
	£	£	£	£	£	£	£	£	€
COSTAS									
Ag 31 Nollaig 2017	115,841	85,350	89,108	16,205	41,094	19,944	-	367,542	414,272
Breiseanna	-	-	39,622	1,610	4,456	0	-	45,688	51,642
Diúscairtí	(11,926)	-	(2,382)	-	-	-	-	(14,308)	(16,173)
Ag 31 Nollaig 2018	103,915	85,350	126,348	17,815	45,550	19,944	-	398,922	449,741
DÍMHEAS									
Ag 31 Nollaig 2017	111,265	64,598	58,409	12,953	24,641	7,978	0	279,844	315,424
Soláthar don bhliain	4,576	7,876	8,743	1,216	15,183	3,989	0	41,583	47,002
Diúscairtí	(11,926)	0	(2,382)	0	0	0	0	(14,308)	(16,173)
Ag 31 Nollaig 2018	103,915	72,474	64,770	14,169	39,824	11,967	0	307,119	346,253
GLANLUACH LEABHAIR 2018	0	12,876	61,578	3,646	5,726	7,977	0	91,803	103,488
Ag 31 Nollaig 2018 €	(15)	14,488	69,506	4,112	6,419	8,978	0	103,488	
Coigeartú ar Airgeadra a Aistriú	15	(93)	(665)	(36)	(18)	(60)	0	(855)	
Ag 31 Nollaig 2018 € (Arna athshonrú)	0	14,395	68,841	4,076	6,401	8,918	0	102,631	

At 31 December 2017 £	4,576	20,752	30,699	3,252	16,453	11,966	0	87,698
At 31 December 2017 €	5,158	23,390	34,602	3,666	18,545	13,488	0	98,849

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

8.2 FIXED ASSETS – INTANGIBLE ASSETS

	*Trademarks £	TOTAL £	Total €
COST			
At 31 December 2017	8,812	8,812	10,292
Additions	-	-	-
Disposals	-	-	-
At 31 December 2018	8,812	8,812	10,292
DEPRECIATION			
At 31 December 2017	3,525	3,525	4,160
Provision for the year	1,762	1,762	1,992
Disposals	-	-	-
At 31 December 2018	5,287	5,287	6,152
NET BOOK VALUE 2018	3,525	3,525	4,140
At 31 December 2018 €	3,968	3,968	
Currency Translation Adjustment	(28)	(28)	
At 31 December 2018 €	3,940	3,940	
At 31 December 2017 £	5,287	5,287	
At 31 December 2017 €	5,959	5,959	

The currency translation adjustment is the difference between the net book value of fixed assets calculated using year-end exchange rates and their net book value stated at historic rates of exchange. No assets are held under Finance Lease.

* The Trademarks are in the UK and Ireland for the marks of Discover Ulster Scots, Discover Scotch Irish, FUSE FM and a USA trademark for the mark Discover Scotch Irish. The trademark protects the Agency brands and allows the Agency to build value by controlling who can use the trademarks so as we can further the Agency aims and objectives as stated.

Ag 31 Nollaig 2017 £	4,576	20,752	30,699	3,252	16,453	11,966	0	87,698
Ag 31 Nollaig 2017 €	5,158	23,390	34,602	3,666	18,545	13,488	0	98,849

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

8.2 SÓCMHAINNÍ SEASTA – SÓCMHAINNÍ DOLÁIMHSITHE

	*Trádmharcanna £	IOMLÁN £	Iomlán €
COSTAS			
Ag 31 Nollaig 2017	8,812	8,812	10,292
Breiseanna	-	-	-
Diúscairtí	-	-	-
Ag 31 Nollaig 2018	8,812	8,812	10,292
DÍMHEAS			
Ag 31 Nollaig 2017	3,525	3,525	4,160
Soláthar don bhliain	1,762	1,762	1,992
Diúscairtí	-	-	-
Ag 31 Nollaig 2018	5,287	5,287	6,152
GLANLUACH LEABHAIR 2018	3,525	3,525	4,140
Ag 31 Nollaig 2018 €	3,968	3,968	
Coigeartú ar Airgeadra a Aistriú	(28)	(28)	
Ag 31 Nollaig 2018 €	3,940	3,940	
Ag 31 Nollaig 2017 £	5,287	5,287	
Ag 31 Nollaig 2017 €	5,959	5,959	

Is é an coigeartú ar airgeadra ná an difríocht idir glanluach na sócmhainní seasta de réir na leabhar a ríomhtar trí úsáid a bhaint as rátaí malairte ag deireadh na bliana agus a nglanluach leabhair, sonraithe ag rátaí malairte stairiúla. Ní choinnítear aon sócmhainní faoi Léas Airgeadais.

* Tá na trádmharcanna i bhfeidhm sa Ríocht Aontaithe agus in Éirinn do na marcanna Discover Ulster Scots, Discover Scotch Irish, FUSE FM agus do thrádmharc Ghníomhaireacht na hUltaise don mharc Discover Scotch Irish. Cosnaíonn an trádmharc brandaí na Gníomhaireachta agus tugann siad deis don Ghníomhaireacht luach a thógáil trí smacht a bheith aici cé ar féidir leo úsáid a bhaint as an trádmharc; ionas gur féidir leis an Ghníomhaireacht a cuid aidhmeanna agus spriocanna a chur chun cinn.

8.3 HERITAGE ASSETS

	Heritage Assets	TOTAL	Total
	£	£	€
COST			
At 31 December 2017	29,597	29,597	33,360
Additions	1,831	1,831	2,070
Disposals	0	0	0
At 31 December 2018	31,428	31,428	35,430
NET BOOK VALUE 2018	<u>31,428</u>	<u>31,428</u>	<u>35,430</u>
At 31 December 2018 €	35,430	35,430	
Currency Translation Adjustment	(295)	(295)	
At 31 December 2018 € as restated	<u>35,135</u>	<u>35,135</u>	
At 31 December 2017 £	29,597	29,597	
At 31 December 2017 €	33,360	33,360	

Heritage assets were previously recognised as non-depreciable items under Visitor Centre in tangible fixed assets. In adopting FRS 102, the Agency has now recognised these items as a separate asset. At the year end, heritage assets are still held as non-depreciable items.

The Heritage assets held by the Agency consist of items such as historic books describing the Ulster-Scots migration and early formation of the language, postcards depicting famous Ulster-Scots and their inventions, photographs and images of historic events. These items are rare, important pieces that the Agency considers should be held for their contribution to knowledge and culture of Ulster-Scots.

The Agency maintains its collections for inspection by the public but also for cultural value and research potential. As such, more recent publications by the Agency have included the image of these items. The Agency has also developed content on touchables in the Visitor Centre which depict the images of these items and creates exhibitions of the items in display cases in the Visitor Centre.

These items are preserved in dry conditions i.e. they are typically preserved by pressing / pinning/ boxing or mounted. Valuable items not on display are stored in the Agency safe. The Agency aims to maintain its collections in the best environmental conditions possible and is collaborating with historians from DFC as to industry best practices.

A record of the heritage assets is included in the Agency's fixed asset register and inventory. The Agency's intention is to maintain the upkeep of these culturally significant items and add to the collection where deemed the item would fit in with the aims and ethos of the Agency. There are no plans to dispose of any item.

9 RECEIVABLES (amounts due within one year)

	2018	2018	2017	2017
	£	€	£	€
Trade Receivables	1,214	1,358	1,749	1,970
Prepayments (Administration)	70,665	79,000	236,462	266,526
Prepayments (Grants)	0	0	12,635	14,241
	<u>71,879</u>	<u>80,358</u>	<u>250,846</u>	<u>282,737</u>

8.3 SÓCMHAINNÍ OIDHREACTÚLA

	Sócmhainní Oidhreactúla £	IOMLÁN £	Iomlán €
COSTAS			
Ag 31 Nollaig 2017	29,597	29,597	33,360
Breiseanna	1,831	1,831	2,070
Diúscairtí	0	0	0
Ag 31 Nollaig 2018	31,428	31,428	35,430
GLANLUACH LEABHAIR 2018	31,428	31,428	35,430
Ag 31 Nollaig 2018 €	35,430	35,430	
Coigeartú ar Airgeadra a Aistriú	(295)	(295)	
Ag 31 Nollaig 2018 € arna athshonrú	35,135	35,135	
Ag 31 Nollaig 2017 £	29,597	29,597	
Ag 31 Nollaig 2017 €	33,360	33,360	

Roimhe seo, d'aithnítear sócmhainní oidhreactúla mar mhíreanna nach féidir a dhímheas faoin Ionad Cuairteoirí mar shócmhainní seasta inlámhsithe. Agus FRS 102 á chur i bhfeidhm aici, aithníonn an Gníomhaireacht iad mar shócmhainn éagsúil. Ag deireadh na bliana, aithnítear sócmhainní oidhreactúla fós mar mhíreanna nach féidir a dhímheas.

I measc na sócmhainní oidhreactúla a bhfuil an Gníomhaireacht i bhfeighil orthu, tá leabhair stairiúla a dhéanann cur síos ar imirce na nAlbanach Ultach agus bhunú na teanga; cártaí poist a thaispeánann Albanaigh Ultacha cáiliúla agus a gcuid fionnachtana; pictiúir agus íomhánna d'eachtraí stairiúla. Tá na hearraí seo neamhchoitianta agus tábhachtach agus measann an Gníomhaireacht gurbh fhiú feighil a bheith aici orthu toisc go gcuireann siad le heolas faoin Ultais agus faoi chultúr na hUltaise.

Cothaíonn an Gníomhaireacht a cuid bailiúchán i gcomhair cigireachta ón bpobal ach anuas ar sin i gcomhair a bhféidearthachtaí taighde agus a luach cultúrtha. Chuige sin, bíonn íomhánna de na hearraí seo á bhfoilsíú i bhfoilsíúcháin de chuid na Gníomhaireachta. Tá ábhar forbartha ag an nGníomhaireacht do tháblaí tadhaill san Ionad Cuairteoirí a thaispeánann íomhánna de na hearraí seo agus déanann sé taispeántais de na hearraí seo i gcásanna taispeántais san Ionad Cuairteoirí.

Cothaítear na hearraí seo i dtimpeallachtaí tirime, .i.: de ghnáth cothaítear iad trí iad a phreasáil/ a ghreamú le bioráin/ a chur i mboscaí nó trí iad a fheistiú. Cuirtear earraí luachmhara nach bhfuil ar taispeántas i dtaisce na Gníomhaireachta. Tá sé i gceist ag an nGníomhaireacht a cuid bailiúchán a chothú sna coinníollacha timpeallachta is fearr agus tá sí ag dul i gcomhairle le saineolaithe staire ón RP maidir le dea-chleachtas na hearnála.

Cuirtear taifead ar na sócmhainní oidhreactúla le clár agus le fardal shócmhainní seasta na Gníomhaireachta. Tá sé mar aidhm ag an nGníomhaireacht cothabháil na n-earraí seo a bhfuil luach cultúrtha acu a chothú agus cur leis an mbailiúchán nuair a cheaptar go réiteodh an earra le haidhmeanna agus meon na Gníomhaireachta. Níl aon phlean ann fáil réidh le ceann ar bith díobh.

9 FÉICHIÚNAITHE (suimeanna infoctha laistigh de bhliain)

	2018 £	2018 €	2017 £	2017 €
Féichiúnaithe Trádála	1,214	1,358	1,749	1,970
Réamhíocaíochtaí (Riarachán)	70,665	79,000	236,462	266,526
Réamhíocaíochtaí (Deontais)	0	0	12,635	14,241
	71,879	80,358	250,846	282,737

10 PAYABLES (amounts falling due within one year)

	2018 £	2018 €	2017 £	2017 €
Accruals (Grants)	134,580	150,453	87,580	98,715
Accruals (Administration)	151,480	169,347	87,161	98,243
Trade Payables	2,603	2,911	24,835	27,991
Other Payables	1,514	1,693	1,011	1,140
	<u>290,177</u>	<u>324,404</u>	<u>200,587</u>	<u>226,089</u>

11 RECONCILIATION OF RESULT FOR THE YEAR TO NET CASH IN/(OUT)FLOW FROM OPERATING ACTIVITIES

	2018 £	2018 €	2017 £	2017 €
Surplus / (Deficit) for the period	(182,336)	(206,102)	172,921	197,239
Reclassification of property, plant and equipment			16,558	18,886
Depreciation Charges	43,345	48,994	63,366	72,278
Transfer from Capital Grant Reserve	(43,345)	(48,994)	(63,366)	(72,278)
Decrease / (Increase) in Receivables	178,967	202,379	19,676	33,219
(Decrease)/Increase in Payables	89,591	98,314	(94,727)	(118,823)
Currency Translation Adjustment		(85)		(5,684)
Net Cash (Outflow)/Inflow from Operating Activities	<u>86,222</u>	<u>94,506</u>	<u>114,428</u>	<u>124,837</u>

The currency translation adjustment reflects the amount of the movement in the value of current assets and liabilities which is attributable to the change in exchange rates over the year.

12.1 ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	2018 £	2018 €	2017 £	2017 €
Cash in bank at 1st January	204,797	230,835	106,927	124,884
Net Cash Inflow/(Outflow)	86,222	94,507	97,870	105,951
Cash in bank at 31 st December	<u>291,019</u>	<u>325,342</u>	<u>204,797</u>	<u>230,835</u>

12.2 ANALYSIS OF BALANCES OF CASH AND CASH EQUIVALENTS

	2018 £	2018 €	2017 £	2017 €
Cash at Bank and in Hand	<u>291,019</u>	<u>325,342</u>	<u>204,797</u>	<u>230,835</u>

10 CREIDIÚNAITHE (Suimeanna dlite laistigh de bhliain)

	2018 £	2018 €	2017 £	2017 €
Fabhruithe (Deontais)	134,580	150,453	87,580	98,715
Fabhruithe (Riarachán)	151,480	169,347	87,161	98,243
Creidiúnaithe Trádála	2,603	2,911	24,835	27,991
Creidiúnaithe Eile	1,514	1,693	1,011	1,140
	<u>290,177</u>	<u>324,404</u>	<u>200,587</u>	<u>226,089</u>

11 RÉITEACH TORAIDH DON BHLIAIN GO HAIRGEAD GLAN INSREABHADH/(EAS-SREABHADH) Ó GHNÍOMHAÍOCHTAÍ OIBRIÚCHÁIN

	2018 £	2018 €	2017 £	2017 €
Barrachas/(Easnamh) don tréimhse	(182,336)	(206,102)	172,921	197,239
Athchlárú ar shócmhainní seasta	-	-	16,558	18,886
Muirir Dhímheasa	43,345	48,994	63,366	72,278
Aistriú ón gCúlchiste Deontais Chaipitil	(43,345)	(48,994)	(63,366)	(72,278)
Laghú/ (Méadú) Féichiúnaithe	178,967	202,379	19,676	33,219
(Laghú)/Méadú Creidiúnaithe	89,591	98,314	(94,727)	(118,823)
Coigeartú ar Airgeadra a Aistriú		(85)		(5,684)
Glan (Eis-)/Insreabhadh ó				
Ghníomhaíochtaí Oibriúcháin	<u>86,222</u>	<u>94,506</u>	<u>114,428</u>	<u>124,837</u>

Léiríonn an coigeartú ar airgeadra a aistriú an méid difríochta i luach sócmhainní seasta agus luach dliteanas a tharlaíonn de bharr athraithe sna rátaí malairte thar an bhliain.

12.1 ANAILÍS AR ATHRUITHE IN AIRGEAD TIRIM AGUS I GCÓIBHÉISÍ AIRGID THIRIM

	2018 £	2018 €	2017 £	2017 €
Airgead tirim sa bhanc amhail 1 Eanáir	204,797	230,835	106,927	124,884
Insreabhadh/(Eas-sreabhadh) Airgid Thirim	86,222	94,507	97,870	105,951
Airgead tirim sa bhanc amhail 31 Nollaig	<u>291,019</u>	<u>325,342</u>	<u>204,797</u>	<u>230,835</u>

12.2 ANAILÍS AR CHOMHARDUITHE AIRGID THIRIM AGUS CÓIBHÉISÍ AIRGID

	2018 £	2018 €	2017 £	2017 €
Airgead sa bhanc agus ar láimh	<u>291,019</u>	<u>325,342</u>	<u>204,797</u>	<u>230,835</u>

13 COMMITMENTS

- i There were no capital commitments as at 31 December 2018 for which provision had not been made.
 ii At 31 December 2018 the Agency had commitments under operating leases as follows:-

	2018 £	2018 €	2017 £	2017 €
Within 1 year	36,000	40,692	46,380	52,277
Between 2 and 5 years	190,000	214,762	144,000	162,308
More than 5 years	81,200	91,782	78,000	87,917
	<u>307,200</u>	<u>347,236</u>	<u>268,380</u>	<u>330,665</u>

There were no other financial commitments as at 31 December 2018.

14 PROVISIONS FOR LIABILITIES, CHARGES AND CONTINGENT LIABILITIES

There were no provisions or contingent liabilities in the year.

15 PENSION DISCLOSURES

a Analysis of total pension costs charged to Expenditure

	2018 £	2018 €	2017 £	2017 €
Current Services Costs	197,000	222,674	205,000	233,831
Interest on Pension Scheme Liabilities	83,000	93,817	83,000	94,673
	<u>280,000</u>	<u>316,491</u>	<u>288,000</u>	<u>328,504</u>

b Movement in Net Pension Liability during the financial year

	2018 £	2018 €	2017 £	2017 €
Net Pension Liability at 1 January	(3,295,000)	(3,683,622)	(3,289,000)	(3,841,391)
Current Service Cost	(197,000)	(222,674)	(205,000)	(233,831)
Interests Costs	(83,000)	(93,817)	(83,000)	(94,673)
Actuarial gain/(loss) on change of financial assumptions	168,000	189,895	85,000	96,954
Actuarial Experience gains	36,000	40,692	181,000	206,456
(Loss)/gain from change in exchange rates per actuarial report	(3,000)	(3,391)	(10,000)	(11,406)
Difference on currency translation	-	656	-	134,301
Benefits paid in year	70,000	79,123	26,000	29,657
Net Pension Liability at 31 December	<u>(3,304,000)</u>	<u>(3,693,684)</u>	<u>(3,295,000)</u>	<u>(3,713,933)</u>

A difference on currency translation occurs as a result of the movement between the net pension liability which is calculated at the closing rate and the costs during the year which are calculated at the average rate.

The main element of the actuarial gain of £201,000 relates to the changes in the actuarial assumptions which have decreased the value placed on the liabilities. The change in the Northern and Southern discount rates and inflation rates result in an £149,000 decrease in the value of the liabilities. The change in mortality assumption decreases the liabilities further by around £19,000.

13 CEANGALTAIS

- i Ní raibh aon cheangaltais chaipitil ann ar 31 Nollaig 2018 nach raibh soláthar déanta ina leith.
ii Ar 31 Nollaig 2018 bhí ceangaltais bhliantúla ag Gníomhaireacht na hUltaise faoi léasanna oibriúcháin mar a leanas:-

	2018 £	2018 €	2017 £	2017 €
Méideanna léasa dlite < 1 bhliain	36,000	40,692	46,380	52,277
Méideanna léasa dlite idir 2 agus 5 bliana	190,000	214,762	144,000	162,308
Méideanna léasa dlite < 5 bliana	81,200	91,782	78,000	87,917
	<u>307,200</u>	<u>347,236</u>	<u>268,380</u>	<u>330,665</u>

Ní raibh aon cheangaltais airgeadais eile ar an nGníomhaireacht amhail an 31 Nollaig 2018.

14 FORÁLACHA DO DHLITEANAIS, MUIRIR AGUS DLITEANAIS THEAGMHASACHA

Ní raibh forálacha nó dliteanais theagmhasacha sa bhliain.

15 NOCHTUITHE PINSIN

a Anailís ar chostais iomlána phinsin a ghearrtar ar Chaiteachas

	2018 £	2018 €	2017 £	2017 €
Costais Seirbhíse Reatha	197,000	222,674	205,000	233,831
Ús ar Dhliteanais Scéime Pinsin	83,000	93,817	83,000	94,673
	<u>280,000</u>	<u>316,491</u>	<u>288,000</u>	<u>328,504</u>

b Gluaiseacht i nGlandliteanas Pinsin le linn na bliana airgeadais

	2018 £	2018 €	2017 £	2017 €
Glandliteanas Pinsin ar 1 Eanáir	(3,295,000)	(3,683,622)	(3,289,000)	(3,841,391)
Costais Seirbhíse Reatha	(197,000)	(222,674)	(205,000)	(233,831)
Costais Úis	(83,000)	(93,817)	(83,000)	(94,673)
(Caillteanas)/Gnóthachan achtúireach ar athrú ar thiomhdí	168,000	189,895	85,000	96,954
Gnóthachan/ (Caillteanas) ó thaithí ar dhliteanais scéime pinsin	36,000	40,692	181,000	206,456
(Caillteanas)/gnóthachan ó athrú i rátaí malartaithe de réir tuairisce achtúirí	(3,000)	(3,391)	(10,000)	(11,406)
Athrú ar aistriú airgeadra	-	656	-	134,301
Sochair íoctha sa bhliain	70,000	79,123	26,000	29,657
Glandliteanas Pinsin amhail 31 Nollaig	<u>(3,304,000)</u>	<u>(3,693,684)</u>	<u>(3,295,000)</u>	<u>(3,713,933)</u>

Tarlaíonn difríocht sa choigeartú ar airgeadra a aistriú de thoradh ar an ngluaiseacht idir an glandliteanas pinsin; a ríomhtar ag ráta dheireadh na bliana, agus costais le linn na bliana; a ríomhtar ag an meánráta.

Baineann príomh-mhíreanna an ghnóthachain achtúirigh de luach £201,000 le hathruithe sna toimhdí achtúireacha ag laghdú an luacha curtha ar na dliteanais. De thoradh an athraithe i rátaí lascaine ó Thuaidh agus ó Dheas, tá laghdú de luach £149,000 curtha ar luach na ndliteanas. Laghdaíonn an t-athrú sa toimhde bhásmhaireachta na dliteanais de thimpeall £19,000.

Further, there is an experience gain of £36k on the liabilities which reflects the fact that a full actuarial valuation has been carried out and experience over the year was different from that assumed at the previous year-end.

c Deferred Pension Funding

In accordance with accounting practice previously adopted for the North/South Bodies, the Ulster-Scots Agency recognises an asset representing resources to be made available by the UK and Irish Exchequers for the unfunded deferred liability for pensions on the basis of a number of past events. These events include the statutory backing for the superannuation schemes, and the policy and practice in relation to funding public service pensions in both jurisdictions including the annual estimates process. While there is no formal agreement and therefore no guarantee regarding these specific amounts with the funding bodies, the Ulster-Scots Agency has no evidence that this funding policy will not continue to progressively meet this amount in accordance with current practice.

The Net Deferred Funding for pensions recognised in the Income Statement as at 31 December 2018 is as follows:-

	2018 £	2018 €	2017 £	2017 €
Funding recoverable in respect of current year pension costs	280,000	316,491	288,000	328,504
Benefits paid during the year	<u>(70,000)</u>	<u>(79,123)</u>	<u>(26,000)</u>	<u>(29,657)</u>
	210,000	237,368	262,000	298,848

The deferred funding asset for pensions as at 31 December 2018 amounted to £3.304m (€3.694m); (2017 £3.295m (€3.714m)).

d History of defined benefit obligations

	2018 £	2018 €	2017 £	2017 €
Defined benefit obligations	(3,304,000)	(3,693,684)	3,295,000	(3,713,933)
Experience gains/(losses) on Scheme Liabilities Amount	36,000	40,692	181,000	206,456
Percentage of Scheme Liabilities	-1.1%		-5.5%	

e General Description of the Scheme

The pension scheme consists of a number of sections with different benefit structures. The main sections are:

The Core Final Salary section - this is a final salary pension arrangement with benefits modelled on the Classic section on the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal retirement age is a member's 60th birthday. Pensions in payment (and deferment) increase in line with general price inflation.

The Core Alpha section - this is a career averaged revalued earning pension arrangement or CARE scheme with benefits modelled on the alpha section of the Principal Civil Service Pension Scheme in Northern Ireland. The scheme provides a pension based on a percentage (2.32%) of pensionable pay for each year of active membership (the pension is increased at the start of each scheme year in line with general price inflation) and spouse's and children's pensions. Normal Retirement Age is a member's State Pension Age in the relevant jurisdiction, which is currently 67, 68 or between 67 and 68 in the UK and 68 in Ireland. Pensions in payment (and deferment) increase in line with general price inflation.

Most Core section members have benefits in both the Final Salary and alpha sections and new entrants who join the Scheme after 1 April 2015 will, in most cases, become members of the Core alpha section.

Anuas air sin, tá gnóthachan taithí de luach £36k ann, a léiríonn an fhíric go bhfuil luacháil achtúireach iomlán déanta agus bhí taithí tríd an bhliain éagsúil uaidh sin sílte ag deireadh na bliana roimhe sin.

c Sócmhainn Mhaoinithe Iarchurtha le haghaidh Pinsean

Faoi réir na gcleachtas cuntasáiochta d'Fhorais Thuaidh/Theas, aithníonn Gníomhaireacht na hUltaise sócmhainn a léiríonn acmhainní a chuirfidh státhistí na RA agus na hÉireann ar fáil don dliteanas neamh-mhaoinithe iarchurtha a bhaineann le pinsin ar bhonn teagmhas áirithe ón am atá thart. I measc na dteagmhas seo, tá an tacaíocht reachtúil do na scéimeanna scoir agus an polasaí agus an cleachtas maidir le maoiniú pinsean san earnáil phoiblí sa dá dhlínse agus an próiseas a bhaineann le meastacháin bhliantúla. Cé nach bhfuil aon aontú foirmiúil ann agus dá réir sin níl aon bharántas maidir leis na suimeanna ar leith seo leis na heagrais mhaoinithe, níl aon fhianaise ag Gníomhaireacht na hUltaise nach leanfaidh an polasaí maoinithe seo ar aghaidh ag cur an méid seo ar fáil faoi réir an chleachtais reatha.

Tá an Glanmhaoiniú Iarchurtha do phinsin aitheanta sa Chuntas Ioncaim agus Cainteachais amhail an 31 Nollaig 2018 mar seo a leanas:-

	2018 £	2018 €	2018 £	2018 €
Maoiniú in-aisghabhála i leith chostais chaiteachais na bliana reatha	280,000	316,491	288,000	328,504
Sochair íoctha sa bhliain	(70,000)	(79,123)	(26,000)	(29,657)
	210,000	237,368	262,000	298,848

Ba é an tsócmhainn mhaoinithe iarchurtha le haghaidh pinsean amhail an 31 Nollaig 2018 £3.304m (€3.694m); (2017 £3.295m (€3.714m)).

d Stair oibleagáidí sochar sainithe

	2018 £	2018 €	2017 £	2017 €
Oibleagáidí sochar sainithe Gnóthachain / (Caillteanais)/ ó thaithí ar mhéid dhliteanais na scéime	(3,304,000)	(3,693,684)	(3,295,000)	(3,713,933)
Céatadán de Dhliteanais na Scéime	36,000	40,692	181,000	206,456
	-1.1%		-5.5%	

e Cur Síos Ginearálta ar an Scéim

Is é atá sa scéim pinsin líon rannán a bhfuil struchtúir shochar éagsúla acu. Is iad na príomhrannáin:

An rannán tuarastail deiridh den chroíscéim – is socrú pinsin tuarastail dheiridh seo le sochair múnlaithé ar an rannán Classic ar Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an Scéim pinsean (ochtódú amháin in aghaidh gach bliain de sheirbhís), aisce nó cnapshuim (trí ochtódú in aghaidh gach bliain de sheirbhís) agus pinsean chéile agus leanaí. Is é an ghnáthaois scoir baill ná a 60ú breithlá. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

An Chroíscéim Alpha – is socrú pinsin tuillimh athluacháilte meánaithe gairmré seo nó scéim TAMG le sochair múnlaithé ar an rannán alpha de Phríomhscéim Pinsin na Státseirbhíse i dTuaisceart Éireann. Soláthraíonn an scéim pinsean bunaithe ar chéatadán (2.32%) de phá inhinsin do gach bliain de bhallaíocht ghníomhach (méadaítear an pinsean ag tús gach scéimbhliana i gcomhréir le boilsciú ginearálta praghsanna). Is é an ghnáthaois phinsin aois phinsin stáit sa dlínse ábhartha, is é sin 67, 68 nó idir 67 agus 68 sa RA agus 68 in Éirinn. Ardaíonn pinsin atá á n-íoc (agus iarchurtha) i gcomhréir le boilsciú ginearálta praghsanna.

Tá sochair ag an gcuid is mó ball den Chroí-rannán sa rannán Tuarastail Dheiridh agus alpha araon agus beidh iontrálaithe nua a théann isteach sa scéim i ndiaidh 1 Aibreán 2015, sa chuid is mó cásanna, ina mball den Chroí-rannán alpha.

The valuation used for FRS 17 disclosures at 31 December 2018 has been carried out by a qualified independent actuary (Deloitte). The results this year have been prepared by carrying out a full valuation of the Scheme's liabilities incorporating market conditions and scheme data at 31 December 2018.

The Principal actuarial assumptions were as follows:-

	2018	2017
Rate of Expected Salary Increase		
Rate of Expected Salary Increase (North)	2.15%	2.10%
Rate of Expected Salary Increase (South)	2.15%	3.00%
Rate of Increase in Pension Payment		
Rate of Increase in Pension Payment NI	2.15%	2.10%
Republic of Ireland - In line with salary increases	1.40%	3.00%
Republic of Ireland - In line with CPI	2.15%	1.65%
Discount Rate		
Northern Ireland	2.75%	2.50%
Republic of Ireland	2.15%	2.10%
Inflation		
Northern Ireland	2.15%	2.10%
Republic of Ireland	1.40%	1.65%
Average expected future life at age 65:-		
Male currently aged 65	21.9	22.1
Female currently aged 65	23.8	23.9
Average expected future life at age 65:-		
Male currently aged 45	23.3	23.5
Female currently aged 45	25.4	25.4

16 STATEMENTS OF LOSSES AND SPECIAL PAYMENTS

There were no losses or special payments in the year.

17 RELATED PARTY TRANSACTIONS

The Ulster-Scots Agency is part of the Language Body which is a North/South Implementation body sponsored by Department for Communities (DfC) and the Department of Culture, Heritage and the Gaeltacht (DCHG).

The above named Departments are regarded as related parties. During the year the Agency had various transactions with these Departments and with other entities for which DfC and DCHG are regarded as the parent Department.

None of the Board members, members of key staff or other related parties has undertaken any material transactions with the Ulster Scots Agency during the financial year ending 31 December 2018.

The Ulster-Scots Agency paid grants totalling STG £90,656 (EURO: €102,470), (2017: STG £77,648 (EURO: €88,569)), to 9 organisations (2017 - 9 organisations) in which Board members and Agency employees had an interest. The Board members and Agency employees declared their interest in these organisations and took no part in the decision making process. The breakdown is shown below:

Tá an luacháil a úsáidtear do nochtuithe FRS 17 ag 31 Nollaig 2018 déanta ag achtúire neamhspleách cáilithe (Deloitte). Tá na torthaí i mbliana ullmhaithe trí luacháil iomlán a dhéanamh ar dhliteanais na scéime ag cur san áireamh dálaí margaidh agus sonraí scéim ag 31 Nollaig 2018.

Ba iad seo a leanas na Príomhthoimhdí achtúireacha:-

	2018	2017
Ráta ardaithe Tuarastail Measta		
Ráta ardaithe Tuarastail Measta (Tuaisceart)	2.15%	2.10%
Ráta ardaithe Tuarastail Measta (Deisceart)	2.15%	3.00%
Ráta an Mhéadaithe ar Íocaíocht Phinsin		
Ráta an Mhéadaithe ar Íocaíocht Pinsin TÉ	2.15%	2.10%
Poblacht na hÉireann - i gcomhréir le harduithe tuarastail	1.40%	3.00%
Poblacht na hÉireann - i gcomhréir le Praghasinnéacs Tomhaltóirí	2.15%	1.65%
Ráta Lascaine		
Tuaisceart Éireann	2.75%	2.50%
Poblacht na hÉireann	2.15%	2.10%
Boilsciú		
Tuaisceart Éireann	2.15%	2.10%
Poblacht na hÉireann	1.40%	1.65%
Meánsaol measta todhchaí ag aois 65:-		
Fireann in aois 65 faoi láthair	21.9	22.1
Baineann in aois 65 faoi láthair	23.8	23.9
Meánsaol measta todhchaí ag aois 65:-		
Fireann in aois 45 faoi láthair	23.3	23.5
Baineann in aois 45 faoi láthair	25.4	25.4

16 RÁITIS CHAILLTEANAS AGUS ÍOCAÍOCHTAÍ SPEISIALTA

Ní raibh aon chaillteanas nó iocaíochtaí speisialta i mbliana.

17 IDIRBHEARTA PÁIRTÍ GHAOLMHAIR

Is cuid den Fhoras Teanga í Gníomhaireacht na hUltaise, comhlacht forfheidhmithe Thuaidh/Theas atá faoi choimirce na Roinne Pobal (RP) agus na Roinne Cultúir, Oidhreacht agus Gaeltachta (RCOG) i bPoblacht na hÉireann.

Dearctar ar na Ranna thuasainmnithe mar pháirtithe gaolmhara. Le linn na bliana chuaigh an ghníomhaireacht i mbun idirbhearta éagsúla leis na Ranna sin agus le haonáin eile, aonáin a meastar RP agus RCOG a bheith ina máthair-ranna orthu.

Ní dharna aon chomhalta boird, príomhbhaill foirne nó páirtithe gaolmhara aon idirbheart ábhartha le Gníomhaireacht na hUltaise le linn na bliana airgeadais dár chríoch an 31 Nollaig 2018.

D'íoc Gníomhaireacht na hUltaise deontais arbh fhiú STG£90,656 (EURO: €102,470), (2017: STG £77,648 (EURO: €88,569)) san iomlán, le 9 n-eagraíocht (2017 – 9 eagraíocht) in raibh leas ag comhaltaí boird agus fostaithe. D'fhógair na comhaltaí Boird a leas sna heagraíochtaí seo agus níor ghlac siad aon pháirt sa phróiseas cinnteoireachta. Taispeántar miondealú thíos:

	2018	2018	2017	2017
	£	€	£	€
Small Steps Adult Education Group	41,333	46,720	32,735	37,339
Duncairn Ulster-Scots Society	1,725	1,950	-	-
Kingdom of Dalriada	-	-	13,440	15,330
Bendooragh and District Community Association	4,614	5,215	891	1,017
Raphoe Pipe Band	8,456	9,558	13,197	15,053
Monaghan Collegiate School	110	124	948	1,081
Raphoe Ulster-Scots Pipe Band	8,400	9,495		
Linenhall Library	23,867	26,977	3,992	4,554
Eastside Arts	-	-	1,820	2,076
Antrim & Newtownabbey Borough Council	-	-	5,975	6,815
Brunswick Accordion Band	1,950	2,204	2,450	2,795
Annalong Cultural Education Society	-	-	2,200	2,509
Alexandra Sports and Rec Club	200	226	-	-
	<u>90,655</u>	<u>102,469</u>	<u>77,648</u>	<u>88,569</u>

18 FINANCIAL INSTRUMENTS, LIQUIDITY, INTEREST RATE AND FOREIGN CURRENCY RISK

a Financial Instruments

Due to the non-trading nature of its activities and the way the Agency is financed, the Agency is not exposed to the degree of financial risk faced by other business entities. The Financial Memorandum permits the Agency to borrow subject to prior approval of the Sponsoring Departments and the Finance Departments, which the Agency has not sought. The financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks facing the Agency in undertaking its activities. The Agency's financial instruments mainly consist of cash, trade receivables and trade payables.

b Liquidity, Interest Rate and Foreign Currency Risk

The Agency's net revenue resource requirements are financed by resources voted annually by the Northern Ireland Assembly and the Houses of the Oireachtas, as is its capital expenditure. It is therefore not exposed to significant liquidity risks.

The Agency does not access funds from commercial sources and so it not exposed to significant interest rate risk.

The Agency's exposure to foreign currency risk is not significant as it receives agreed levels of funding from its sponsoring Departments in sterling and euro, and does not engage in trading activities. However, as the majority of transactions are conducted in sterling, and the majority of funding is received in sterling, the Agency is exposed to foreign currency risk to a limited degree.

19 EVENTS AFTER THE END OF THE REPORTING PERIOD

Approval of 2017, 2018 and 2019 Business Plan

At the date of approval of these accounts, the Agency's 2017, 2018 and 2019 Business Plan had not been formally approved by the Sponsoring Departments, Finance Departments or the North South Ministerial Council (NSMC). Approval is unlikely to be received until the 2019/20 Budget for the Northern Ireland Executive has been agreed. DCHG has continued to fund the Agency's activities in the absence of an approved Business Plan. DfC has implemented contingency arrangements, to enable the payment of funding to the Agency. As a result, all 2017, 2018 and 2019 funding requested to date has been paid by both Sponsoring Departments.

	2018	2018	2017	2017
	£	€	£	€
Small Steps Adult Education Group	41,333	46,720	32,735	37,339
Duncairn Ulster-Scots Society	1,725	1,950	-	-
Kingdom of Dalriada	-	-	13,440	15,330
Bendooragh and District Community Association	4,614	5,215	891	1,017
Raphoe Pipe Band	8,456	9,558	13,197	15,053
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Raphoe Ulster-Scots Pipe Band	8,400	9,495		
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Brunswick Accordion Band	1,950	2,204	2,450	2,795
Annalong Cultural Education Society	-	-	2,200	2,509
Alexandra Sports and Rec Club	200	226	-	-
	90,655	102,469	77,648	88,569

18 IONSTRAIMÍ AIRGEADAIS, LEACHTACHT, RÁTA ÚIS AGUS RIOSCA AIRGEADRA EACHTRAIGH

a Ionstraimí Airgeadais

Mar gheall ar chineál neamhtrádála a gníomhaíochta agus an bealach a maoinítear an Gníomhaíocht, níl an ghníomhaíocht neamhchosanta ar an méid riosca airgeadais atá roimh aonáin ghnó eile. Ceadáíonn an Meamram Airgeadais don Gníomhaireacht iasacht a fháil faoi réir fhaomhadh na Ranna Coimircíochta roimh agus na Ranna Airgeadais roimh ré, rud nár lorg an Gníomhaireacht. Tá na sócmhainní agus dliteanais airgeadais ginte ag gníomhaíochtaí oibriúcháin ó lá go lá agus ní ghlactar leis go n-athraíonn siad na rioscaí atá roimh an nGníomhaireacht agus í ag tabhairt faoina gníomhaíochtaí. Is é atá in ionstraimí airgeadais na Gníomhaireachta den chuid is mó ná airgead tirim, feichiúnaithe trádála agus creidiúnaithe trádála.

b Leachtacht, Ráta Úis agus Riosca Airgeadra Eachtraigh

Déantar riachtanais acmhainní ioncaim ghilana na Gníomhaireachta a mhaoiniú le hacmhainní a vótáiltear go bliantúil ag Tionól Thuaisceart Éireann agus Tithe an Oireachtais mar a chaiteachas caipitil. Níl sé, mar sin, neamhchosanta ar rioscaí leachtachta suntasacha.

Ní fhaigheann an Gníomhaireacht cistí ó fhoinsí trádála agus níl sí neamhchosanta mar sin ar ardú suntasach úis.

Níl neamhchosaint na Gníomhaireacht ar riosca airgeadra eachtraigh suntasach mar faigheann sí leibhéil chomhaontaithe mhaoinithe óna Ranna Coimircíochta i steirling agus in euro, agus ní thugann sí faoi gníomhaíochtaí trádála. Ach, de bhrí go ndéantar mórchuid na n-idirbheart in i steirling, agus go bhfaightear mórchuid an mhaoinithe i steirling, tá an ghníomhaireacht neamhchosanta ar riosca airgeadra eachtraigh go pointe teoranta.

19 IMEACHTAÍ I nDIAIDH NA TRÉIMHSE TUAIRISCITHE

Faomhadh Phlean Gnó 2017, 2018 agus 2019

Ar an dáta ar faomhadh na cuntais seo ní raibh Plean Gnó 2017, 2018 nó 2019 na Gníomhaireachta faofa go foirmiúil ag na Ranna Coimircíochta, na Ranna Airgeadais ná an Chomhairle Aireachta Thuaidh Theas (CATT). Ní dócha go bhfaighfear faomhadh go dtí go mbeidh Buiséad 2019/20 d'Fheidhmeannas Thuaisceart Éireann faofa. Lean RCOG ar aghaidh ag maoiniú gníomhaíochtaí na Gníomhaireachta in easnamh plean gnó faofa. Tá socrú teagmhasach curtha i bhfeidhm ag RP, le gur féidir cistiú na Gníomhaireachta a íoc. De thoradh air sin, tá gach maoiniú in 2017, 2018 agus 2019 atá iarrtha go dáta íochta ag an dá Roinn Coimircíochta.

Brexit

On Wednesday 29th March 2017, the United Kingdom triggered Article 50 with the intention to leave the European Union. The outcome of having one Sponsoring Department in the EU and one Sponsoring Department outside the EU is currently unknown and unquantifiable.

An Breatimeacht

Dé Céadaoin an 29 Márta 2017, thionscain an Ríocht Aontaithe Alt 50 agus rún acu an tAontas Eorpach a fhágáil. Tá an toradh le Roinn Coimircíochta amháin a bheith san AE agus Roinn Coimircíochta eile taobh amuigh den AE anathnid agus ní féidir é a thomhas faoi láthair.

Appendix 3

AN FORAS TEANGA/THA BOORD O LEID

ACCOUNTS DIRECTION GIVEN BY THE DEPARTMENT OF ARTS, HERITAGE, REGIONAL, RURAL & GAELTACHT AFFAIRS AND THE DEPARTMENT FOR COMMUNITIES WITH THE APPROVAL OF THE FINANCE DEPARTMENTS, IN ACCORDANCE WITH THE BRITISH-IRISH AGREEMENT ACT 1999 AND THE NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

The annual accounts shall give a true and fair view of the income and expenditure and cash flows for the financial year and the state of affairs as at the year-end. Further to the requirements set out in the Accounts Direction of 17/8/2001 which will continue to apply, the Body shall prepare accounts for the financial period ended 31 December 2008 and subsequent years in a revised consolidated format as follows:

Foreword to the Accounts

Statement of Responsibilities

Statements of Internal Financial Control

Certificate of the Comptrollers and Auditors General

Consolidated Statement of Account including the Basis of Consolidation

Appendix 1 Foras na Gaeilge – Accounts and Notes to the Accounts

Appendix 2 Ulster-Scots Agency – Accounts and Notes to the Accounts

Appendix 3 – Accounts Direction

Signed by:

Máire Killoran

Department of Arts, Heritage and the Gaeltacht

Arthur E. Scott

Department of Culture, Arts and Leisure

Dated: 12/12/2011

Aguisín 3

AN FORAS TEANGA/THA BOORD O LEID

TREOIR DO CHUNTAIS ARNA TABHAIRT AG AN ROINN EALAÍON, OIHRÉACHTA, GNÓTHAÍ RÉIGIÚNACHA, TUAITHE AGUS GAELTACHTA AGUS AN ROINN POBAL LE FAOMHADH NA RANNA AIRGEADAIS, DE RÉIR AN ACHTA UM CHOMHAONTÚ NA BREATAINE-NA hÉIREANN 1999 AGUS AN NORTH/SOUTH CO-OPERATION (IMPLEMENTATION BODIES) (NORTHERN IRELAND) ORDER 1999.

Tabharfaidh na cuntais bliantúla léargas fírinneach cóir ar an ioncam agus caiteachas agus ar shreabhadh airgid don bhliain airgeadais, agus ar staid gnóthaí ag deireadh na bliana. Faoi réir na gceanglas mar atá leagtha amach sa Treoir do Chuntais 17/8/2001 a bheidh i bhfeidhm i gcónaí, ullmhóidh an Comhlacht cuntais don tréimhse airgeadais dar chríoch 31 Nollaig 2008 agus blianta ina dhiaidh sin i bhformáid athbhreithnithe agus chomhdhlúite mar a leanas:

Réamhrá leis na Cuntais

Ráiteas i leith freagrachtaí

Ráiteas maidir le Rialúchán Inmheánach Airgeadais

Deimhniú na nArd-Reachtairí Cuntas agus Ciste

Ráiteas Comhdhlúite Cuntais lena n-áirítear Bunús an Chomhdhlúite

Aguisín 1 – Foras na Gaeilge – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 2 – Tha Boord o Ulstèr Scotch – Cuntais agus Nótaí a ghabhann leis na Cuntais

Aguisín 3 – Treoir do Chuntais

Arna siniú ag:

Máire Killoran

An Roinn Ealaíon, Oidhreachta agus Gaeltachta

Arthur E. Scott

An Roinn Cultúir, Ealaíon agus Fóillíochta

Dáta: 12/12/2011

