

Sgeama Oifigearan Gàidhlig 2025-28 / Gaelic Officers Scheme 2025-28
Ceistean Cumanta / Frequently Asked Questions

<u>A' cur iarrtas a-steach/Leasachadh iarrtas</u> Am faod dà bhuidhinn (no barrachd bhuidhnean) dreuchd a cho-roinn? Faodaidh, tha sinn toilichte taic a chumail ri iarrtasan airson diofar bhuidhnean a bhith a' co-roinn dreuchd – far a bheil an t-oifigear ag obair do dhiofar buidhnean. San t-suidheachadh seo, dh'fheumadh sinn fhathast aon bhuidheann a bhith na prìomh bhuidheann airson na dreuchd, is iad a' cur an iarrtais a-steach is a' làimhseachadh riaghladh is dleasan laghail a thaobh oifigear fhastadh. Dh'fheumadh sinn cuideachd litrichean-taic bho na buidhnean eile aig àm an iarrtais is ma tha thèid taic a thabhann iarraidh sinn oirbh lethbhreac a chur thugainn de dh'aonta eadar na buidhnean air mar a thèid an dreuchd a stiùireadh. Am faod sinn cur a-steach airson barrachd na aon dreuchd? Faodaidh sibh cur a-steach airson 2 dhreuchd pàirt-thìde tron sgeama (suas ri 1 FTE gu h-iomlan), fhad 's a tha iad seo cur taic ri chèile is gu bheil seo air a chur a-steach fo aon iarrtas. Ma tha sibh san t-suidheachadh seo, far a bheil ceistean san foirm-iarrtais a' faighneachd mun dreuchd, bu chòir dhuibh freagairtean a thoirt seachad le fiosrachadh air an dà dhreuchd. An àite sin, dh'fhaodadh sibh cuideachd cur a-steach airson aon dreuchd air a làimhseachadh mar obair air a roinn eadar suas ri 2 neach. Leigibh fios dhuinn san iarrtas mar a bhios seo ag obair. Am faod sinn oifigear fhastadh mar chunradair seach neach-obrach? Dh'fhaodadh ach dh'fheumadh dearbhadh iomchaidh a bhith air a thoirt seachad carson a thathar a' cleachdadh na dòigh-obrach seo. Feumaidh sibh fhathast a bhith a' coileanadh feumalachdan a thaobh Obair Chothromach, a' gabhail a-steach taic dhan chùmhnanntair is dearbhadh gu bheil an aon ìre de chonaltradh ann sa bhiodh ann le manaidsear-sreatha.	<u>Submitting/developing an application</u> Can two (or more) organisations share a post? Yes, we're happy to support applications for different organisations to share a post – where an officer works for multiple organisations. In this case, we would still require one organisation to be the lead organisation for the post, and for them to submit the application and handle the governance and legal requirements of employing the officer. We'd also require letters of support from the other organisations at the application stage, and if funding is awarded we'd ask you to provide us with a copy of an agreement between the organisations as to how the post will be managed. Can we apply for more than one post? You can apply for up to 2 part-time posts via the scheme (up to 1 FTE in total), but these should be complimentary and submitted via one application. If this is the case for you, where questions in the application form ask about a post you should respond to these with information about both posts. You can also alternatively apply for one post operated as a job-share among up to 2 people. Please provide information as to how this operates within your application. Can we employ the officer as a contractor rather than employee? This can be considered although appropriate justification would need to be provided as to why this route is being taken. You will still need to ensure that you comply with the requirements in terms of Fair Work, including support for the contractor, and ensure that the same level of contact as line-management is provided.
--	---

Cha bhiodh sinn a’ fastadh ach an aon neach agus is iad an t-oifigear air a mhaoineachadh tron sgeama, ciamar a bu chòir dhuinn manaidseadh-sreatha a làimhseachadh? Feumaidh sibh co-dhiù aon stiùiriche/urrasair ainmeachadh a bhios toirt seachad taic aig ìre manaidseadh-sreatha dhan oifigear, is feumaidh sibh fiosrachadh a thoirt seachad san iarrtas air mar a bhios an dàimh seo ag obair. ’S e buidheann nàiseanta a th’ annainn, is tha sinn an dùil gum biodh an t-oifigear ag obair gu nàiseanta, a bheil seo ceadach? Tha e coltach nach biodh prìomhachas air dreuchd den leithid tron mhaoin, is sinn ag amas air taic a chumail ri dreuchdan a tha a’ cumail taic ri sgìre ionadail a tha air a shònrachadh a thaobh cruinn-eòlas. Faodaidh buidhnean nàiseanta taic iarraidh fhathast airson dreuchdan a tha ag obair ann an sgìre shònraichte, le beagan obair aig ìre nàiseanta, ach dh’fheumadh e a bhith soilleir gu bheil a’ cumail taic ri sgìre chruinn-eòlasach ionadail shònraichte. Tha sinn an sàs ann a bhith clàradh mar chompanaidh/carthannas, fosgladh cunntas banca, am faod sinn iarrtas a chur a-steach? Mur eil sibh na chompanaidh agus/no carthannas clàraichte, le cunntas banca fosgailte san RA, air ceann-là an iarrtas agaibh, chan fhaod sibh iarrtas a chur a-steach tron chuairt seo den sgeama. Am bi cuairt maoineachaidh eile ann airson oifigearan san àm ri teachd? A-rèir bhuidseat, tha sinn an dùil gum bi cuairtean maoineachaidh eile air a ruith tràth ann an 2026 is tràth ann an 2027 gus taic a chumail ri bhuidhnean nach d’ fhuair ach taic 1-bliadhna no 2-bliadhna mar phàirt den cuairt seo. Dh’ fhaodadh gun leig seo le bhuidhnean nach d’ fhuair taic tron chuairt seo, no nach do chur iarrtas a-steach, cothrom iarrtas ùr a chur a-steach cuideachd. Bidh tuilleadh fiosrachaidh air na chuairtean seo ri dhearbhadh fhathast. Tha taic-airgid eile air a dhearbhadh airson na dreuchd ach chan ann cho fada ris a’ Mhàrt 2028, am faod sinn iarrtas a chur a-steach às dèidh an àm seo? Faodaidh, ma mhìnicheas sibh sa bhuidseat agaibh an ìre taic-airgid bho thùsan eile is cho fada is a tha seo dearbhte bhitheamaid nur chomain. Ma tha sibh an dùil gum bi taic-airgid bho thùsan eile air a thoirt seachad às dèidh na h-ùine a tha dearbhte an-dràsta, nach cuir sibh co-mhaoineachadh sam bith dhan bhuidseat mar airgead a tha a’ feitheamh air dearbhadh.	The only person we employ would be the officer funded via the scheme, how should we handle line management? We require you to name at least one director/trustee who will be able to provide line-management level support to the officer, and provide information in the application as to how this relationship will work in practice. We are a national organisation, and expect the officer we’d support to work nationally, is this allowed? This is likely not to be prioritised through this fund, as we are looking to support posts that support a specifically-defined local geographical area. National organisations can still apply for posts that are based in a certain area, with some working on a national level, but it would need to be clear that the post is focussed on a defined local geographical community. We’re currently in the process of registering as a company/charity, opening a bank account, can we apply? Unless you are a registered company and/or registered charity, with an open UK bank account, as of the date of your application, you will not be able to apply to this round of the scheme. Will there be another funding round for officers in future? Dependent on budget, we expect that limited funding rounds will be run in early 2026 and early 2027 to support organisations who are awarded only 1-year or 2-year funding as part of this round. This may also allow other organisations that were unsuccessful in this round, or did not apply, to make a new application. Further details on these rounds will be confirmed in due course. We have match-funding confirmed towards the post but not as far as March 2028, can we apply for beyond this period? Yes, if you can indicate in your budget the level of match-funding being provided and how long this is confirmed for that would be appreciated. If you believe that match-funding could be provided beyond the currently confirmed period, please include any further match funding as pending in your budgets.
--	---

Mur eil sibh soirbheachail le bhith a’ faighinn taic-airgid bho thùs eile, chan eil e coltach gum bi Bòrd na Gàidhlig a’ toirt seachad àrdachadh air an ìre taic-airgid dhuibh. Bhiomaid gu math deònach bruidhinn ribh mu dè bu chòir dèanamh ma thachras seo, a’ gabhail a-steach a bhith a’ beachdachadh air roghainnean gus na h-uairean san t-seachdain aig an oifigear ìsleachadh ma tha sin iomchaidh. Tha iarrrtas co-mhaoineachaidh againn airson na dreuchd bho thùs eile nach deach a fhreagairt fhathast, no tha sinn gu bhith a’ cur iarrrtas a-steach gu tùs eile ma tha an t-iarrrtas gu Sgeama Oifigearan Gàidhlig soirbheachail, ciamar am bu chòir dhuinn dèiligeadh ris a seo? Ma tha iarrrtasan beò agaibh airson na dreuchd, no dùil gun iarr sibh taic bho thùs eile airson na dreuchd, cuiribh seo a-steach dhan bhuidseat mar thaic a tha a’ feitheamh air dearbhadh. Mur eil sibh soirbheachail le bhith a’ faighinn taic-airgid bho thùs eile, chan eil e coltach gum bi Bòrd na Gàidhlig a’ toirt seachad àrdachadh air an ìre taic-airgid dhuibh. Bhiomaid gu math deònach bruidhinn ribh mu dè bu chòir dèanamh ma thachras seo, a’ gabhail a-steach a bhith a’ beachdachadh air roghainnean gus na h-uairean san t-seachdain aig an oifigear ìsleachadh ma tha sin iomchaidh. Cha d’ fhuair sinn an suim a dh’ iarr sinn, dè na roghainnean a th’ ann dhuinn? Chan urrainn dhuinn a bhith toirt seachad an suim air iarraidh sa h-uile suidheachadh, is sinn feuchainn taic a chumail ris an uimhir dreuchdan a tha comasach. San t-suidheachadh seo bidh sinn deònach bruidhinn ribh a thaobh na roghainnean agaibh, mar eisimpleir toirt sìos an àireamh uairean a thìde san t-seachdain airson dreuchd ùr. Chaidh taic a thabhann dhuinn a-mhàin airson 1-bliadhna no 2-bliadhna, am bi cothrom eile againn taic iarraidh? Bidh, tha sinn an dùil gum bi cothroman ann taic a bharrachd faighinn aig na bhuidhnean seo. Bidh tuilleadh fios air cuairtean ùr air a sgaoileadh fhathast, a-rèir bhuidseat. Mur eil an t-iarrrtas againn soirbheachail, dè an taic a bhios ri faighinn? Ma tha sibh a’ faighinn taic-airgid bho Sgeama Oifigearan Gàidhlig airson dreuchd an-dràsta, bheir sinn dhuibh sìneadh pro-ràta air an aonta taic-airgid làithreach agaibh gus 31 Lùnastal 2025. Bidh sinn cuideachd airson còmhraidh a chumail ribh a thaobh taic a bharrachd dhuibh san t-suidheachadh seo, gabhail a-steach beachdachadh air taic-airgid eadar-dhealaichte is cothroman iarrrtais eile.	In the event you are unsuccessful with receiving match-funding, it is unlikely that Bòrd na Gàidhlig will provide any increase in the level of grant awarded to you for the post. We would be happy to discuss with you in this instance how to proceed, including options to reduce the hours per week of the officer if appropriate. We have a match-funding application pending for the post, or will apply for other sources if the Gaelic Officers Scheme application is successful, how should we deal with this? If you have any pending applications for the post, or expect that you will seek support from another source for the post, please include these within your budget as pending. In the event you are unsuccessful with receiving match-funding, it is unlikely that Bòrd na Gàidhlig will provide any increase in the level of grant provided to you for the post. We would be happy to discuss with you in this instance how to proceed, including options to reduce the hours per week of the officer if appropriate. We did not receive the sum that we requested, what are our options? We cannot always provide the sum requested as we seek to balance our ability to support a wide range of posts. In this instance we are happy to discuss options with you, such as reducing the number of hours per week of a new post. We have only been offered support for 1-year or 2-years, will we have another opportunity to seek funding? Yes, we expect that opportunities to apply for further funding will be available to such organisations. Further updates on new rounds will be communicated in due course, dependent on budget. If our application is unsuccessful, what support will be available? If you are currently in receipt of funding from the Gaelic Officers Scheme for a post, we will automatically provide a pro-rata extension to your current funding agreement to 31 August 2025. We will also discuss further support we can offer to you in this instance, including discussing alternative funding and potential other application routes.
--	--

San dreuchd Dè an ìre de Ghàidhlig a bu chòir a bhith aig an oifigear, ma tha e riatanach gu bheil iad fileanta sa Ghàidhlig? Bidh seo a-rèir an neach is an dreuchd, ach san fharsaingeachd mholainn gum bu chòir neach a bhith aig co-dhiù ìre B2 air an sgèile FICE gus am bi iad fileanta gu leòr a bith dèiligeadh ris an dreuchd. Airson tuilleadh fiosrachaidh, faicibh duilleig Comasan Labhairt ann an Gàidhlig aig LearnGaelic. Dè thachras mur eil e comasach dhuinn cuideigin fhasadh? Bhiomaid an dùil sa chiad dol a-mach mur eil sibh soirbheachail fastadh gu dreuchd (mar dhreuchd ùr no a bhith a' lìonadh dreuchd bhàn) gum biodh e comasach dhuibh ath-shanasachd a dhèanamh. Mur eil sibh soirbheachail a bhith a' fastadh an dàrna thriop, obraichidh sinn còmhla ribh air atharrachaidhean a dh'fhaodar a dhèanamh air an dreuchd. Mur eil sibh comasach a bhith a' fastadh às dèidh trì oidhirpean, no ma tha dàil shusbainteach anns an fhasadh agaibh, dh'fhaodte gun co-dhùn sin an tabhartas a dhùnadh, ach bhiomaid a' bruidhinn ribh a thaobh roghainnean eile sa chiad dol-a-mach. Bithibh mothachail gum bi ìsleachadh air an tabhartas agaibh pro-ràta airson ùine a tha an dreuchd bàn. Ma tha cuideigin a' fàgail na dreuchd, dè am buaidh a bhios aig a seo air an tabhartas? Ma tha cuideigin a' fàgail na dreuchd bu chòir dhuibh fios a leigeil dhuinn sa bhad. Ma tha co-dhiù bliadhna air fhàgail den tabhartas faodaidh sibh ath-sanasachd na dreuchd suas gu deireadh ùine an tabhartais. Ma tha an dreuchd bàn airson ùine, bidh lùghdachadh pro-ràta san tabhartas airson na h-ùine eadar an neach a bhith a' fàgail na dreuchd is cuideigin ùr a' gabhail na dreuchd. Ma tha cuideigin fàgail na dreuchd le nas lugha na bliadhna ri dhol den tabhartas, thèid còmhraidhean a chumail leibh a thaobh cothroman ath-shanasachd. Ma tha an t-oifigear a' dol air fòrladh tinneis, ciamar a dhèiligeas sinn ris a seo? Cumaidh an tabhartas a' dol ann an suidheachadh ma tha an neach san dreuchd air fòrladh tinneis, is bhiomaid ag obair còmhla ribh san t-suidheachadh seo.	In post What level of Gaelic should the officer have, if it is required that they are fluent in Gaelic? This will be dependent on the person and post, but in general we would recommend that the person should be at least at B2 level on the CEFR scale to be sufficiently fluent to deal with the post. For more information please see LearnGaelic's Comasan Labhairt ann an Gàidhlig (CLAG) page. What happens if we are not able to recruit? We expect that in the first instance if you are unsuccessful in recruiting to a post (either as a new post or filling a vacancy) that you will be able to re-advertise. If you are unsuccessful a second time in recruiting to a post, we will work with you to look at potential adjustments to the post. If you are not able to recruit after three attempts, or there is a significant delay in your recruitment, we may decide to close the grant although would discuss other potential options with you in the first instance. Please note that your grant will be reduced pro-rata for the period that a post is vacant. If someone leaves a post, what impact will this have on the grant? If someone leaves the post, you should let us know immediately. If there is at least one year remaining of your grant, you will be able to re-advertise the post up until the end of the grant period. If the post is vacant for a period of time, there will be a pro-rata reduction in the grant for the period between the person leaving the post and a new person taking up the post. If someone leaves the post with less than a year left of the grant, we will discuss further with you regarding options for any re-advertisement. If an officer is placed on sick leave, how do we manage this? The grant would continue in the event that a postholder is placed on sick leave, and we would liaise with you in this instance.
--	--

Bhiomaid an dùil gum biodh an tabhartas air a thoirt seachad airson na h-ùine nuair a tha oifigear air fòrladh tinneas air a lùghdachadh ma tha an tuarastal air a' phàigheadh dhan oifigear air a lùghdachadh, ach bhiodh seo air a làimhseachadh ann an còmhraidh leibh is a rèir poileasaidh fòrladh tinneas na buidhne agaibh. Ma tha oifigear a' dol air fòrladh màthaireil/pàrantachd ciamar a thèid dèiligeadh ris a seo? Bidh e comasach dhuibh cuideigin fhastadh gus an dreuchd a lìonadh fhad 's a bhios an t-oifigear air fòrladh màthaireil/pàrantachd. Cha bhiodh dùil ann gum biodh tabhartas a bharrachd air a thoirt seachad airson seo, ach bhiomaid deònach bruidhinn ribh air a seo. Mur eil sibh a' fastadh cuideigin airson na dreuchd fhad 's a tha an oifigear air fòrladh màthaireil/pàrantachd, faodar an tabhartas ìsleachadh pro-ràta a-rèir an ìre air a phàigheadh dhan oifigear fhad 's a tha iad air fòrladh. Am faod sinn tuarastal an oifigeir àrdachadh? Faodaidh, bhiodh e ceadaichte tuarastal an oifigeir àrdachadh thairis air na bha san iarrtas, a-rèir poileasaidh pàighidh na buidhne agaibh is fhad 's a tha sibh comasach seo a mhaoineachadh leis an tabhartas is leis a' mhaoin agaibh fhèin. Bu chòir dhuibh innse dhuinn ma tha àrdachadh ann air an tuarastal airson nan clàraidhean againn is buidseat ùr a thoirt seachad airson ùine an tabhartais. Chan eil sin an dùil aig an ìre seo gum bi taic-airgid a bharrachd air a thoirt seachad a bharrachd air an ìre taic-airgid air aontachadh dhuibh sa chiad dol a-mach gus taic a chumail ri àrdachaidhean tuarastail tro bheatha na sgeama seo, is bhiomaid moladh cleachdadh sàbhalaichean bho èifeachdas no taic-airgid eile airson cur ri thaic Bhòrd na Gàidhlig. Ma tha neach san dreuchd airson gluasad bho dhreuchd làn-thìde gu dreuchd pàirt-thìde am biodh seo ceadaichte? Faodaidh sibh seo a dhèanamh ma tha conaltradh ann leinn ro-làimh. Bhiomaid an dùil san t-suidheachadh seo gum biodh lùghdachadh pro-ràta san tabhartas a rèir an atharrachaidh ann an uairean a thìde, no gum biodh sibh a' fastadh cuideigin gus an còrr de dh'uairean na dreuchd a lìonadh mar obair cho-roinnte (suas ri 1 FTE gu h-iomlan thairis air dreuchdan air am maoineachadh). Bhiomaid an dùil cuideachd ri fiosrachadh fhaighinn bhuaibh air buaidh air targaidean na dreuchd.	We would expect that the grant provided for the period that a person is on sick leave would be reduced if the salary/wage paid to the officer is reduced, but this would be handled after discussion with you and in-line with your organisation's sick leave policy. If an officer goes on maternity leave/parental leave how is this handled? You will be able to recruit for maternity/parental leave cover for the period the officer is on maternity/parental leave. We do not expect to be able to provide extra grant to you for this, but we would be happy to discuss this with you. If you choose not to recruit for cover while the officer is on maternity/paternity leave, the grant may be reduced pro-rata depending on the rate of pay to the officer while on leave. Can we provide a salary uplift to an officer? Yes, it is permitted to increase the salary of an officer beyond that stated in the application, in accordance with your own organisation's pay policy and as long as you are able to fund this within the grant provided and your own funds. You should notify us of any salary increases for our records and provide us with an updated budget for the grant period. We do not expect at this stage that further funding will be awarded beyond your initially agreed grant amount to support salary increases through the life of this scheme, and would encourage use of efficiencies or other funding to supplement Bòrd na Gàidhlig support. If a postholder wants to move from a full-time to a part-time role would this be allowed? This can be allowed if discussed in advance with us. We would expect in this instance that there would be either a pro-rata reduction in the grant based on the change of hours, or you would be able to recruit someone to fill the remaining hours of the post as a form of job-share (up to 1 FTE across funded posts). We would also seek an update from you on any impact this would have on the targets for the post.
---	--

Am faod sinn atharrachadh far a bheil an neach san dreuchd stèidhichte? Faodaidh, cho fad 's a an dreuchd fhathast stèidhichte air a bhith a' frithealadh na coimhearsnachd a bha air a h-ainmeachadh san iarrtas. Bu chòir dhuibh fios a leigeil dhuinn air seo ro-làimh airson aontachadh. Bu mhath leinn tuilleadh maoinachadh fhaighinn gus taic a chumail ri prògram an oifigeir, am bi taic ri fhaighinn bho Bhòrd na Gàidhlig airson seo? Aig an àm a tha seo air fhoillseachadh, chan eil sinn an dùil gum bi cead ann do bhuidhnean a tha faighinn taic tron Sgeama Oifigearan Gàidhlig cur a-steach do chuaritean Taic Freumhan Coimhearsnachd san àm ri teachd air sgath dìth-bhuidseat. Faodaidh sinn coimhead air molaidhean sònraichte airson gnìomhan pròiseict, agus mholamaid bruidhinn rinn air a seo. Bhitheamaid cuideachd toilichte bruidhinn ribh gus comhairle a thoirt seachad air tùsan maoineachaidh eile a dh'fhaodadh a bhith ann gus taic a chumail ri prògram an oifigeir. Cha do shoirbhich leinn le bhith a' faighinn taic-airgid bho thùs eile ris an robh sinn an dùil, ciamar a bu chòir dhuinn seo a làimhseachadh? Bu chòir dhuibh innse dhuinn sa bhad ma chaidh taic-airgid bho thùs eile ris an robh dùil a bha sa bhuidseat agaibh a thoirt air falbh, no ma bha co-dhùnadh (fàbharach no dùbhlach) ann air iarrtas a bha feitheamh ri co-dhùnadh. Chan eil e coltach gum bi Bòrd na Gàidhlig a' toirt seachad àrdachadh air an ìre taic-airgid dhuibh san t-suidheachadh seo. Bhiomaid deònach bruidhinn ribh mu dè bu chòir dèanamh ma thachras seo, a' gabhail a-steach a bhith a' beachdachadh air roghainnean gus na h-uairean san t-seachdain aig an oifigear ìsleachadh ma tha sin iomchaidh.	Can we change the base of operations for a postholder? Yes, however only if the post is still based around serving the community set out in your application. You should inform us of any proposed changes in advance for approval. We would like further funding to support the officer's activity, is support available from Bòrd na Gàidhlig for this? At the time of publication, we expect that we will not permit applications to future round of Taic Freumhan Coimhearsnachd from organisations funded via the Gaelic Officers Scheme due to budgetary pressures. We may be able to consider one-off proposals for project activity, and would encourage you to discuss this with us. We would also be happy to advise on other funding sources that may be available to support the officer's programme. We have been unsuccessful in receiving match-funding expected for the post, how should we proceed? You should contact us immediately if any match-funding for the post that was expected in your budget is withdrawn or there is a decision (positively or negatively) on any application that was pending. It is unlikely that Bòrd na Gàidhlig will provide any increase in the level of grant provided to you for the post in this instance. We would be happy to discuss with you in this instance how to proceed, including options to reduce the hours per week of the officer if appropriate.
---	--

Eachdraidh Faidhle / Version History		
v1	Air fhoillseachadh / Published	1 Cèitean / May 2025