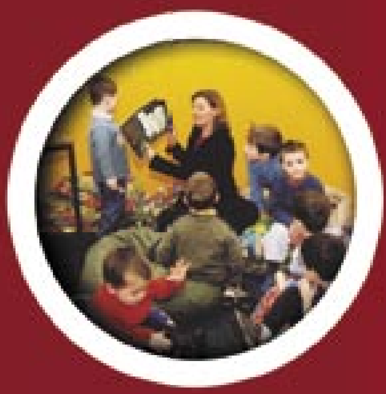
Books, Bytes & Buildings



CORK CITY LIBRARIES

STRATEGIC PLAN | 2005-2009

LEABHARLANNA CATHRACH CHORCAÍ

PLEAN STRAITÉISEACH | 2005-2009

CORK CITY COUNCIL
COMHAIRLE CATHRACH CHORCAÍ

Adopted by Cork City Council on 14th February 2005

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Section 1.3 Taking Stock is based on research carried out by John Mullins, Executive Librarian.

Designed by Deep Blue Design

Reachtaithe ag Comhairle Cathrach Chorcaí ar an 14 Feabhra, 2005

Buíochas

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Aistrithe go Gaeilge ag Oisín: Seirbhísí Comhairle Teanga & Aistriúcháin

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Lord Mayor's Foreword

It is fitting that Cork City Council should adopt a strategic plan for the best used cultural facility in the city in this historic year, when Cork holds the title of European Capital of Culture.

I am delighted that the Library Service first sought the views of the public in laying the groundwork for this plan, and the 200 + submissions received shows the importance which the people of Cork attach to their Library. The Library in the 21st century must be more than just a facility to be used or not as the need arises; it must always be "a publicly funded intervention in the lives of individuals and communities", giving access to learning and culture in a way that would not otherwise be possible. In a very real sense the library must break through its walls and reach out to every community in the city if it is truly to be a resource for all.

Having said that, however, 21st century libraries need 21st century buildings. One of the first fruits of this plan will be the opening of the newly constructed Tory Top Library. This is currently nearing completion on the site of the building which served the southside for some thirty years. The Council intend to follow this with the long-awaited library for Bishopstown and the western suburbs, and we hope that the contractors will be on site early in 2005.

I wish the Library Service, its users and its staff every success in the implementation of this plan.

Réamhrá an Ard-Mhéara

Oireann sé go mór gur i mbliana a dhein Comhairle Cathrach Chorcaí plean straitéiseach a chur i bhfeidhm don áis chultúrtha is mó úsáid i gcathair Chorcaí agus an chathair mar Phríomhchathair Chultúrtha na hEorpa.

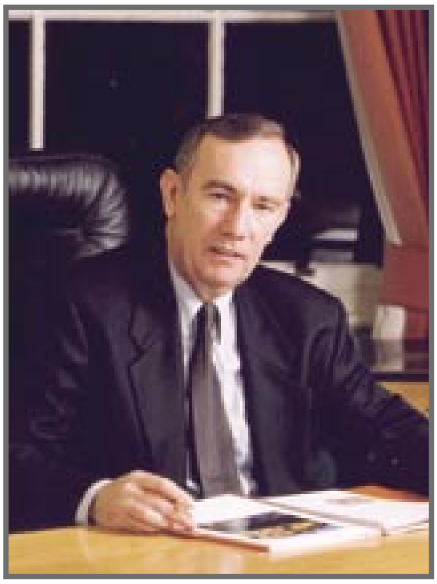
Tá áthas orm gur chuaigh an tSeirbhís Leabharlainne i dteagmháil ar dtús leis an bpobal agus iad ag cóiriú an plean seo. Léiríonn an breis is 200 aighneacht a fuarthas ón bpobal an tábhacht a bhaineann leis an Leabharlann i dtuairim mhuintir Chorcaí. Tá sé den riachtanas go mbeadh níos mó i gceist leis an Leabharlann sa 21ú aois ná áis a bhíonn in úsáid ag daoine díreach nuair a bhíonn gá acu leis. Is cóir go mbeadh sí ina 'idirghabháil i saol an phobail agus i saol an duine aonair atá maoinithe go poiblí', rud a chuireann foghlaim agus cultúr ar fáil san áit ná beadh gan an idirghabháil sin. Ar chumadh an-réalaíoch, is gá don leabharlann briseadh trína fallaí féin amach agus gach pobal sa chathair a aimsiú agus a shroichint más mian léi bheith ina hacmhainn do chách.

Tar éis an méid sin a rá, is fíor go dteastaíonn foirgnimh atá sa 21ú aois ó sheirbhís atá sa 21ú aois. Ar na torthaí tosaigh a thiocfaidh ar an bplean seo beidh oscailt na leabharlainne nua-thógtha ar Bhóthar a mBuaircíní. Tá sé seo gar do bheith réidh anois ar an suíomh céanna ina raibh foirgneamh leabharlainne ag freastal ar phobal dheisceart na cathrach le tríocha bliain. Tá sé beartaithe ag an gComhairle leanúint leis an obair seo le leabharlann atá ag teastáil le fada a chur ar fáil do Bhaile an Easpaig agus bruachbhailte iarthar na cathrach araon agus táimid ag súil go mbeidh na conraitheoirí ar an suíomh go luath i 2005.

Guím gach rath ar an Seirbhís Leabharlainne, orthu siúd a úsáideann í agus ar an bhfoireann uilig i bhfeidhmiú an plean seo.

An Comhairleoir Seán Ó Máirtín,
Ard-Mhéara Chorcaí 2004-2005
Lord Mayor of Cork 2004-2005

City Manager's Foreword



This plan fulfils the statutory obligation on Cork City Council to prepare a library development programme but it is much more than that: it pro-actively commits the Council to developing its libraries to be a national and indeed international leader in public library services.

The major cross-cutting themes in this plan echo those of other strategies and policies of the Council and other agencies: the need for an enhanced public realm which the library as a community space can fulfil, cultural diversity in our changing city enriching us all, and the enthusiastic embrace of the possibilities offered by information and communications technologies.

Recent years have seen a major shift in how libraries are regarded and how the service perceives itself. Libraries are now concerned with the learning society, with social inclusion, and with a more participative cultural life. For children they offer the first chance and the best chance to open the doors to the world of knowledge. Like other public services there is also a greater emphasis on improving quality and accountability.

Coupled with this major shift in the nature of libraries, this plan marks a very significant change in how the service will be delivered. For many decades the service was delivered only through the City Library in Grand Parade; from the early 1970s a number of branch libraries were opened. From 2005 the service will be delivered through three strands: through the Central Library, still by far the most important service point, through the network of local libraries, and through a virtual electronic library offering a full digital service online.

Réamhrá Bhainisteoir na Cathrach

Comhlíonannn an plean seo na dualgais reachtúla atá ar Chomhairle Cathrach Chorcaí clár oibre d'fhorbairt na leabharlainne a ullmhú. Ar ndóigh deineann an plean seo i bhfad níos mó ná sin - cuireann sé ceangail atá gníomhach ar an gComhairle a cuid leabharlanna a bheith chun cinn i soláthar seirbhísí leabharlainne poiblí go náisiúnta ach go hidirnáisiúnta.

Léiríonn cuid de na téamaí sa phlean seo téamaí atá le braith i bpolasaithe eile na Comhairle maraon le polasaithe a bhaineann le gníomhaireachtaí eile: ar na téamaí sin tá an gá atá leis an raon poiblí a fheabhsú, ag tosnú leis an ról lárnach atá ag an leabharlann mar spás poiblí a fhorbairt, tá an éagsúlacht chultúrtha ag méadú i saol na cathrach agus saibhrítear ár saoil dá réir agus táthar ag forbairt go fonnmhar an úsáid a deintear as féidearthachtaí teicneolaíochta an eolais agus na cumarsáide.

Tá athrú mór tagtha le blianta beaga anuas ar an slí go bhféachann daoine ar leabharlanna maraon le hathrú ar conas a fhéachann an tseirbhís uirthi féin. Tuigeann leabharlanna anois go bhfuil siad ag plé le pobal foghlama, ag plé le pobal cuimsitheach agus ag plé anois le pobal a ghlacann páirt níos mó sa saol cultúrtha. Cuireann siad an deis is túisce agus an deis is fearr ar fáil do pháistí na doirse a leathadh ar dhomhan na feasachta. Cosúil le seirbhísí poiblí eile tá béim mhór anois ar chaighdeán agus ar fhreagracht a fheabhsú.

Maraon leis an mórathrú seo i nádúr leabharlanna, céim ar leith atá sa phlean seo a léiríonn conas atá sé i gceist an tseirbhís a sholáthar amach anseo. Ar feadh na scórtha bliain bhí an tseirbhís á chur ar fáil trí Leabharlann na Cathrach ar Shráid an Chapaill Bhuí amháin agus ansin ó thús na 1970'aí d'oscalíodh roinnt leabharlanna áitiúla. Ó 2005 ar aghaidh beidh an tseirbhís á sholáthar ar thrí leibhéal: tríd an Lárleabharlann mar atá an pointe seirbhíse is tábhachtaí i gcónaí, tríd an gréasán leabharlanna áitiúla agus tríd an leabharlann leictreonach fhíorúil a chuireann seirbhís iomlán dhigiteach ar fáil ar líne.

Joe Gavin
Bainisteoir Cathrach
City Manager

1. Background and Context

1.1 Introduction

Cork City Council is the democratically elected forum for the development of the city, and, as the leading player in the social, infrastructural, economic and cultural development of the city and its people, provides a diverse range of services. The Council, and its predecessor Cork Corporation, has provided a library service to the people of the city since 1892.

Cork City Council is obliged by the Local Government Act 2001 to prepare both 5-year corporate plans and library development programmes. This strategic plan for the library service complements the corporate plan, as it covers the same time period and is, in effect, a more detailed statement of what is contained in the library section of the corporate plan. This plan also meets the requirements under section 78 of the Act, which states that "a library authority shall from time to time . . . prepare and adopt a programme for the operation and development of its library service".

> *"Libraries are... essential to the functioning of a democratic society... libraries are the great symbols of the freedom of the mind".*
>
> Franklin Delano Roosevelt

In preparing this plan the Council invited the public, users and non-users alike, to submit their comments about the service and their suggestions about how it should be improved. Some 200 submissions were received in the autumn of 2004. These submissions and the suggestions and proposals made by staff, all of whom took part in the consultation and preparation process, form the basis of the plan.

This strategic plan comprises:

- a discussion of the current position of the library service and its social and economic context in the city and region;
- a critical examination of the library service's strengths and weaknesses, and the external opportunities and threats it faces;
- a statement of the purpose of the library service

1. Cúlra agus Comhthéacs

1.1 Réamhrá

Is í Comhairle Cathrach Chorcaí an fóram tofa daonlathach atá ann chun an chathair a fhorbairt agus, mar cheannródaí i bhforbairt shóisialta, bhonneagair, eacnamaíoch agus chultúrtha na cathrach agus i bhforbairt mhuintir na cathrach, cuireann sí réimse éagsúil seirbhísí ar fáil. Tá an Chomhairle agus Bardas Chorcaí, mar a bhíodh uirthi, ag cur seirbhís leabharlainne ar fáil ón mbliain 1892 i leith. Faoi Acht an Rialtais Áitiúil 2001, tá dualgas ar Chomhairle Cathrach Chorcaí pleananna corparáideacha agus cláracha forbartha leabharlainne chúig bliana a ullmhú. Tagann an plean straitéiseach seo don tseirbhís leabharlanna leis an bplean corparáideach mar gheall go gclúdaíonn sé an tréimhse chéanna agus is éard atá ann go bunúsach ná ráiteas níos doimhne den mhéid atá atá sa roinn leabharlanna den phlean corparáideach. Déanann an plean seo na dualgais faoi alt 78 den Acht a shásamh freisin. Deir an t-alt seo "go n-ullmhóidh agus go n-uchtóidh údarás leabharlanna, ó am go chéile, clár chun críocha fheidhmiú agus fhorbairt a sheirbhís leabharlanna."

Agus iad ag ullmhú an phlean, thug an Chomhairle cuireadh don phobal - bíodh gur daoine a úsáideann an leabharlann nó nach ea - a gcuid tuairimí faoin tseirbhís a nochtadh agus moltaí a dhéanamh maidir le conas a d'fhéadfaí an tseirbhís a fheabhsú. Fuarthas timpeall 200 aighneacht i bhFómhar na bliana 2004. Tá na haighneachtaí seo, chomh maith le moltaí a dhein foireann na leabharlainne – dream a ghlac páirt iomlán sa phróiseas comhairliúcháin agus ullmhúcháin – mar bhunchloch den phlean.

Is éard atá sa phlean straitéiseach ná:

- plé ar an tseirbhís leabharlainne faoi mar atá sí faoi láthair agus ar a comhthéacs sóisialta agus eacnamaíochta sa chathair agus sa réigiún;
- scrúdú géar ar láidreachtaí agus laigí na seirbhíse leabharlainne, agus ar na deiseanna is na bagairtí seachtracha a chaithfidh sí aghaidh a thabhairt orthu;
- ráiteas ar chuspóir nó aidhm na seirbhíse leabharlainne san aonú aois fichead;
- plean gníomhaíochta ag tabhairt le fios an méid atá i gceist ag an gComhairle a dhéanamh sa tréimhse 2005-2009 chun seirbhísí agus acmhainní na leabharlainne a fhorbairt, foirgnimh agus teicneolaíocht eolais agus cumarsáide a fhorbairt, rochtain agus cuimsitheacht shóisialta a fheabhsú, acmhainní daonna a fhorbairt, agus forbairtí ábhartha eile a chur i gcrích.

Cuirfear an plean seo i bhfeidhm sa chomhthéacs atá leagtha síos ag '*Branching Out*', polasaí de chuid an rialtais

in the 21st century;

- an action plan detailing what the Council intends to do in the period 2005-2009 to develop the library's resources and services, develop buildings and information & communications technologies, improve access and social inclusion, develop the human resource, and carry out other related developments.

This plan will be implemented in the context set by '*Branching Out*', the government's policy for the library service geared to the needs of the 21st century, and '*National Network: Local Service*', the public library standards prepared by the Library Association of Ireland. While the Council provides the revenue funding for the day-to-day operation of the library, central government, through the Department of the Environment, Heritage & Local Government, and An Chomhairle Leabharlanna, provides capital and project funding for new buildings, for the development of information and communications technologies, and for innovative projects.

The Council is committed to providing resources to improve the delivery of the library service, and will make full use of funding opportunities at national and local levels to ensure that the actions set out in this plan will be realised.

1.2 Cork City in the 21st century

Cork is located on the south coast of Ireland at the head of a large natural harbour. As a city in the European Union it has access to an internal market of over 450 million people. The current population of the city and surrounding area is 257,000 and this is projected to increase to 320,000 by 2020. Employment is projected to be 160,000 by 2020, an increase of 25% over the period. Cork is European Capital of Culture in 2005.
(http://www.cork2005.ie)

Cork is a designated gateway city under the National Spatial Strategy, 2002-2020, which means that it is a national strategic growth centre with the critical mass needed to sustain strong levels of jobs growth (http://www.irishspatialstrategy.com/NSSDownloads.shtml). This designation will be implemented by a strong national policy response in the areas of greater accessibility (road, rail, air, telecommunications and energy), more opportunities for people to benefit from these opportunities through enhanced access to services, and a high quality environment. The outcomes will be economic success, social cohesion and sustainable development.

As the second largest city in the Republic of Ireland, Cork has benefited from some national governmental actions, some in place for over 20 years, that have contributed to growth in the Irish economy. These include stable public finances, continued significant investment in education, wage moderation through social partnership, targeting

don tseirbhís leabharlanna atá dírithe ar riachtanais an aonú aois fichead, agus '*National Network: Local Service*', na caighdeáin leabharlanna áitiúla a d'ullmhaigh Cumann Leabharlanna na hÉireann. Cé go gcuireann an Chomhairle tacaíocht airgid ar fáil d'fheidhmiú laethúil na leabharlanna, cuireann an rialtas láir, tríd an Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil, agus an Chomhairle Leabharlanna, maoiniú caipitil agus tionscnaimh ar fáil d'fhoirgnimh nua, d'fhorbairt na teicneolaíochta eolais agus cumarsáide, agus do thionscnaimh inniúla.

> *"let libraries be a centre of light and learning in their locality."*

Michael Davitt

1.2 Cathair Chorcaí sa 21ú aois

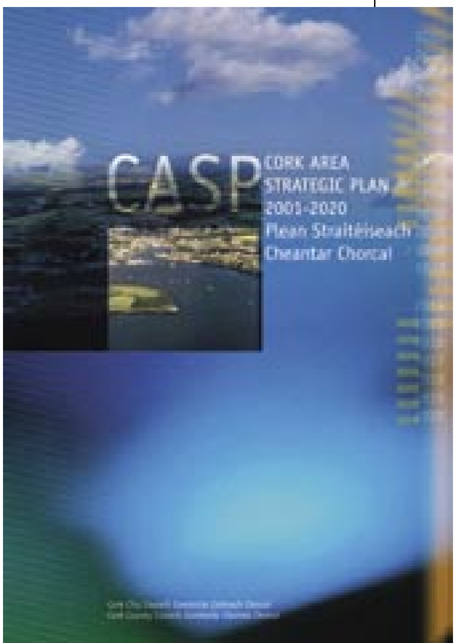
Tá Corcaigh suite ar chósta theas na hÉireann ag ceann cuain mhóir nádúrtha. Mar chathair san Aontas Eorpach, tá teacht aici ar mhargadh de níos mó ná 450 milliún duine. Is é 257,000 duine daonra na cathrach agus an limistéir máguaird i láthair na huaire agus meastar go méadóidh an figiúr seo go 320,000 duine faoin mbliain 2020. Táthar á thuar go mbeidh 160,000 duine fostaithe ann faoin mbliain chéanna – méadú de 25% idir seo agus sin.

Tá Corcaigh ceaptha mar chathair idirghabhála faoin Straitéis Náisiúnta Spásúlachta, 2002-2020, rud a chiallaíonn gur ionad fáis straitéiseach náisiúnta é, leis an oiread daonra is gá chun fás leanúnach i bpostanna a chinntiú (http://www.irishspatialstrategy.com/NSSDownloads.shtml). Cuirfear an beartúchán seo i bhfeidhm trí pholasaí dian náisiúnta a bheith ann i leith rochtain níos forleithne (bóithre, iarnród, eitleáin/aer, teileachumarsáid agus fuinneamh), tuilleadh deiseanna nó tuilleadh daoine a bhainfidh tairbhe as na deiseanna seo trí rochtain níos fearr ar sheirbhísí, agus ar thimpeallacht d'ardchaighdeán. Beidh rathúlacht eacnamaíochta, comhtháthú sóisialta agus forbairt inbhuanaithe mar thoradh air seo.

Mar an dara cathair is mó i bPoblacht na hÉireann, tá leas bainte ag Corcaigh as gníomhaíochtaí náisiúnta de chuid an Rialtais, cuid acu atá i bhfeidhm le fiche bliain anuas, a chuir go mór le fás an gheilleagair in Éirinn. Ar na gníomhaíochta sin, áirítear airgeadas poiblí seasta, infheistíocht leanúnach san oideachas, measarthacht tuarastal trí chomhpháirtíocht shóisialta, roghnú tionscadal agus earnálacha margaidh thar lear, ballraíocht san Aontas Airgeadaíochta, agus méadú ollmhór ar lucht oibre trí fhás an daonra agus trí níos mó rannpháirtíochta.

of selected overseas industries and market sectors, membership of the European Monetary Union, and rapid expansion of the labour force through population growth and increased participation.

At the local level, the main strategy document covering Metro Cork (the city and surrounding region) is the *Cork Area Strategic Plan (CASP)* which was prepared by the Cork City Council and Cork County Council in 2002 (http://www.corkcity.ie/corkstrategicplan/index.htm) and sets out a development path to 2020. CASP deals mainly with the land use and infrastructure needs of the Cork Area to ensure continued social economic and cultural development. CASP has identified major development opportunities in the city's Docklands, and along a major growth corridor between Blarney and Midleton. The existing rail line will be the spine of this corridor which meets the Docklands area around Kent Station, the rail terminus for the city. CASP will also be implemented through the development plans of both Cork City Council and Cork County Council (www.corkcity.ie/development/index.html) and (www.corkcoco.ie).



In order to co-ordinate the activities of state agencies locally, 34 development boards were established by government in 2000. These boards bring together the stakeholders in their respective areas – local government, state agencies, business and employers, voluntary, and community. Metro Cork is covered by two such development boards – the Cork City Development Board and the Cork County Development Board. Whereas CASP and the development plans of the city and county deal mostly with land use and infrastructure issues, the development boards must prepare integrated strategies for economic, social and cultural development. The Cork City Development Board's strategy is called *'Imagine Our Future'* (http://www.corkcity.ie/ccdb/strategy.htm) and the County strategy is at (http://www.cdbcorkco.ie/integrated_strategy/).

Education in Cork

In the greater Cork area there are more than 370 primary schools including eleven special schools. These schools cater for a total enrolment of 52,456 pupils. There are

Ar bhonn áitiúil, is é Plean Straitéiseach Réigiúin Chorcaí an phríomhcháipéis straitéise a chlúdaíonn Metro Chorcaí (an chathair agus a bhfuil timpeall uirthi); cáipéis a d'ullmhaigh Comhairle Cathrach Chorcaí agus Comhairle Contae Chorcaí in 2002 (http://www.corkcity.ie/corkstrategicplan/index.html) agus a leagann amach cosán forbartha go dtí an bhliain 2020. Pléann CASP go príomha leis na riachtanais úsáide talún agus bonneagair atá ag Réigiún Chorcaí chun forbairt shóisialta, eacnamaíoch agus chultúrtha a chinntiú san am atá le teacht.

Tá deiseanna móra forbartha aitheanta ag CASP i [docklands] na cathrach, agus timpeall ar phasáiste fáis idir An Bhlárna agus Mainistir na Corann. Beidh an t-iarnród atá ann faoi láthair mar chúltaca don phasáiste seo, a shíneann chomh fada le Stáisiún Cheannt, ceann scríbe iarnróid na cathrach. Cuirfear CASP i bhfeidhm trí phleananna forbartha Chomhairle Cathrach Chorcaí agus Chomhairle Contae Chorcaí (www.corkcity.ie/development/index.html) and (www.corkcoco.ie).

Chun gníomhaíochtaí na n-áisíneachtaí a chomhordnú ar bhonn áitiúil, bunaíodh 34 bord forbartha ag an rialtas sa bhliain 2000. Tugann na boird seo na páirtithe leasmhara le chéile i ngach réimse ábhartha – rialtas áitiúil, áisíneachtaí stáit, gnó agus fostaithe, deonach agus pobal. Tá Metro Chorcaí clúdaithe ag dhá bhord forbartha dá chineál – Bord Forbartha Chathair Chorcaí agus Bord Forbartha Chontae Chorcaí. Áit a bpléann CASP agus pleananna forbartha na cathrach agus an chontae le ceisteanna úsáide talún agus bonneagair, ní mór do na boird forbartha straitéisí comhtháite a ullmhú le haghaidh forbairt eacnamaíoch, shóisialta agus chultúrtha.

'Imagine our Future' is ainm do straitéis Bhord Forbartha Chathair Chorcaí (http://www.corkcity.ie/ccdb/strategy.html) agus tá eolas faoin straitéis Chontae ar fáil ag an seoladh (http://www.cdbcorkco.ie/integrated_strategy/).

An tOideachas i gCorcaigh

Tá níos mó ná 370 bunscoil i gcathair Chorcaí agus ina timpeall, lena n-áirítear 11 cinn de shainscoileanna. Tógann na scoileanna seo níos mó ná 52,456 dalta isteach ar an iomlán. Tá 91 meánscoil sa réigiún ag freastal ar 44,653 dalta. Tá níos mó ná 7,500 duine ag fágáil meánscoileanna i gcathair agus i gcontae Chorcaí gach bliain. Tá 4,000 díobh sin ar fáil le dul ag obair láithreach. Seasann Corcaigh amach mar chontae ina bhfuil oideachas agus oiliúint le fáil go forleathan ann. Is i gcathair Chorcaí atá ceann de na hollscoileanna is fearr sa tír, ceann de phríomhinstitiúidí teicneolaíochta na tíre chomh maith le méid áirithe coláistí eile lonnaithe inti. Níl aon amhras ach go bhfuil an chathair oiriúnach do

91 second level schools in the area catering for 44,653 students. The total number leaving secondary schools in Cork city and county is in excess of 7,500 each year with more than 4,000 immediately available for work.
Cork is a significant centre for third level education and training in Ireland, with one of the country's leading universities and one of the country's principal institutes of technology located in the city, in addition to a number of other colleges. The city currently caters for a student population of ca 30,000, attending the various 3rd level institutes and training centres, studying both full-time and part-time courses.

Cork's cultural life

Cork is a city with a varied and vibrant artistic community, and a fascinating cultural heritage. The activity of Cork's artists, musicians, writers, poets and players is evident on our streets, in our galleries and on our stages. Cork City Council is a leading player in the cultural life of the city, funding libraries, museum, theatres, art centres and a range of arts activities from opera to street arts.

The main cultural venues in the city include the Crawford Municipal Gallery of Art and the Opera House, both in Emmet Place, the Central Library on Grand Parade, the Public Museum in Fitzgerald Park, the Lewis Glucksman Gallery at UCC, the Everyman Place in MacCurtain Street, as well as venues such as Triskel Arts Centre, Tigh Filí, Kino Cinema and others.

Cork is known as a festival city; the International Choral Festival in May, the Midsummer Festival in June, the Beamish Folk Festival in September, the International Film Festival and the Guinness Jazz Festival, both in October, being just the best known annual festivals in the city's calendar.

Cork's economy

The principal employment sectors in the Cork Area are pharmaceuticals / healthcare, information and communications technologies, and internationally traded services (software, shared services and e-commerce).

72,159 people work in Cork city, representing 61% of the employment in the Cork area. Professional services (29%) is the largest sector and this includes people working in the health and education sectors as well as legal, technical and accountancy services. The next largest sector is retail (17%) which reflects the City's role as the major retail centre for the south west region. The third largest employment sector is manufacturing/repairs (14%). This figure is augmented by the large companies which are located outside of the city boundaries. Personal services (10%) is the 4th largest sector and again reflects Cork's role as a service centre for the region as does the 9% figure for public administration and the 7% figure for business and finance.

dhaonra mac léinn de 30,000 nó mar sin atá ag freastal ar na hinstitiúidí éagsúla agus ionaid oiliúna tríú leibhéal, ag déanamh staidéir go lánaimseartha agus go páirtaimseartha.

Saol Cultúrtha Chorcaí

Is cathair í Corcaigh ina bhfuil pobal ealaíona atá ilchineálach agus beo bríomhar. Tá gníomhaíochtaí ealaíontóirí, ceoltóirí, scríbhneoirí, filí agus fonnadóirí Chorcaí le feiceáil ar ár gcuid sráideanna, inár gcuid áiléirí agus ar ár gcuid stáitsí. Is ceannródaí í Comhairle Cathrach Chorcaí i saol cultúrtha na cathrach, ag maoiniú leabharlanna, iarsmalanna, amharclanna, ionad ealaíne agus réimse gníomhaíochtaí ealaíona ó cheoldrámaí go healaíon sráide.

Ar na hionaid chultúrtha is mó sa chathair, áirítear Gailearaí Cathrach Crawford na hEalaíona agus Cork Opera House, atá i bPlás Emmet, an Lárleabharlann ar Shráid an Chapaill Bhuí, an Iarsmalann Phoiblí i bPáirc Mhic Ghearailt, Gailearaí Lewis Glucksman i gColáiste na hOllscoile, Pálás an Everyman ar Shráid Mhic Churtáin, chomh maith le hionaid ar nós Ionad Ealaíon Triskel, Tigh Filí, Pictiúrlann Kino agus eile.

Tá cáil ar Chorcaigh mar chathair d'fhéiltí; Féile Idirnáisiúnta na gCór i mí na Bealtaine, Féile Láir an tSamhraidh i mí an Mheitheamh, Féil Cheoil Traidisiúnta Beamish i mí Mheán Fómhair, An Fhéile Idirnáisiúnta Scannán agus Féile Snagcheoil Guinness, dhá fhéile a bhíonn ar siúl i mí Dheireadh Fómhair. Seo hiad na féiltí is mó clú agus cáil i bhféilire na cathrach.

Geilleagar Chorcaí

Is iad na príomhearnálacha fostaíochta i gCorcaigh ná cógaisíochtaí, cúram sláinte, teicneolaíocht eolais agus cumarsáide, agus seirbhísí a thrádáiltear go hidirnáisiúnta (m.sh., bogearraí, seirbhísí roinnte agus ríomhthráchtáil).

Tá 72,159 duine ag obair i gcathair Chorcaí. Tá an figiúr seo ionadaíoch de 61% d'fhostaíocht réigiún Chorcaí. Is iad na seirbhísí gairmiúla (29%) an earnáil is mó agus clúdaíonn sí daoine atá ag obair sna hearnálacha sláinte agus oideachais chomh maith le serbhísí dlíthiúla, teicniúla agus cuntasaíochta. Is í an chéad earnáil eile is mó ná miondíol (17%), rud a thaispeánann ról na cathrach mar mhórionad miondíola an iar-dheiscirt. An tríú hearnáil fostaíochta is mó is ea déantúsaíocht/ deisiúcháin (14%). Cuireann na comhlachtaí móra atá lonnaithe taobh amuigh de theorannacha na cathrach leis an bhfigiúr (14%) seo. Seirbhísí pearsanta an ceathrú hearnáil is mó (10%) agus léiríonn an figiúr seo ról Chorcaí mar ionad seirbhíse don réigiún, faoi mar dhéanann na figiúirí 9% le haghaidh riarachán poiblí agus 7% le haghaidh gnó agus airgeadas.

1.3 Taking Stock: Cork City Library 1892-2004

Cork has long had significant collections of books for both learning and pleasure, from the time of the monastic community in Gillabbey, through to the flowering of the various institutions founded by the great and good in the early 19th century, for example the Cork Literary and Scientific Society, the Royal Cork Institute, and the Cork Cuvierian Society. It was not until the last decade of the 19th century, however, that the public library service began in the city. The Corporation had acted quickly to ensure that Cork was the first of the Irish cities to adopt the Public Libraries (Ireland) Act of 1855, but waited until 1892 to establish the library. Following the election of a library committee of no fewer than 37 members, and the appointment of the first City Librarian, James Wilkinson, a public reading room opened in what is now the Crawford Municipal Gallery in December of that year.

In 1905, thanks to a grant from the renowned benefactor of libraries, Dunfermline-born Andrew Carnegie, a purpose built library was opened on Anglesea Street just beside the City Hall. This fine building lasted for only 15 years, however, as it and its contents were destroyed along with the adjacent City Hall and much of the city centre by Crown Forces who retaliated to continuing IRA guerrilla activity. The burning of the Carnegie Library left the city without a public library service until 1924 when a temporary premises was found in Tuckey Street. The Library was relocated 6 years later to a site between Tuckey Street and Kift's Lane that had previously housed a warehouse. A new building giving access to this space was constructed with a façade in the Hiberno-Romanesque style at no. 57 Grand Parade, and this remains.

For many years this was the only public library service point in the city, excepting the County Library at its Courthouse and Mardyke premises, until the opening of the library at St Mary's Road opposite the North Cathedral in 1972. This was soon augmented by another suburban library near Tory Top Park to serve the southside. In quick succession there followed the establishment of the Mobile Library service, the opening of Douglas Library in a shopping centre in that suburb (jointly funded by the City and County Councils) and the major extension of the Central Library at Grand Parade. These developments constitute a permanent testimony to the vision and energy of Sean Bohan who was City Librarian from the mid-1960s to the mid-1980s, a man widely acknowledged as one of the leading public librarians of his generation.

The creation of the network of local libraries is perhaps the most important development in the history of the service. For many decades people from all over the city, most notably children, had to come to the Grand Parade

1.3 Ag Féachaint Siar: Leabharlann Chathair Chorcaí 1892-2004

Tá bailiúcháin suntasacha leabhar ag Corcaigh le fada an lá ; idir leabhair foghlama agus leabhair phléisiúr. Tá na leabhair seo á mbailiú ón am ar chuir na manaigh fúthu sa Mhainistir i gCorcaigh agus ar aghaidh tríd obair na n-institiúidí éagsúla a bunaíodh ag tús an naoú haois déag, m.sh., Cork Literary and Scientific Society, Royal Cork Institute agus Cork Cuvierian Society. Ní go dtí deireadh 19ú aois áfach a cuireadh tús leis an tseirbhís phoiblí leabharlainne sa chathair. Thapaigh an Bardas an deis le cinntiú gurb é Corcaigh an chéad chathair Éireannach a d'fheidhmeodh Acht na Leabharlanna Poiblí (Éire) 1855, ach d'fhan go dtí 1892 chun an leabharlann a bhunú. I ndiaidh do choiste leabharlainne, le líon ball níos airde ná 37, a bheith tofa agus tar éis dóibh an chéad leabharlannaí cathrach, James Wilkinson a cheapadh, osclaíodh seomra poiblí léitheoireachta san áit ina bhfuil Gailearaí Crawford na Cathrach anois, i Nollaig na bliana sin.

Sa bhliain 1905, osclaíodh foirgneamh a tógadh d'aon ghnó mar leabharlann ar Shráid Anglesea díreach in aice le Halla na Cathrach, a bhuíochas sin do dheontas ón bpátrún leabharlanna cáiliúil, Andrew Carnegie, arbh as Dunfermline na hAlban dó ó dhúchas. Ní raibh an foirgneamh breá seo ann ach ar feadh 15 bliain áfach, mar gur scrios Fórsaí na Breataine é agus an t-ábhar a bhí istigh ann, maraon le Halla na Cathrach mórán de lár na cathrach, agus iad ag lorg díoltais ar ghníomhaíochtaí leanúnacha an IRA ag an am. D'fhág loisceadh Leabharlann Carnegie an chathair gan seirbhís phoiblí leabharlainne go dtí 1924, nuair a fuarthas áitreabh sealadach ar Shráid Tuckey. Aistríodh an leabharlann sé bliana níos déanaí go suíomh nua idir Sráid Tuckey agus Lána Kift, áit a mbíodh trádstóras roimhe sin. Tógadh foirgneamh nua san áit seo bunaithe ar an stíl Hiberno-Romanesque ar Shráid an Chapaill Bhuí [uimhir 57] agus tá an foirgneamh seo fós ann.

Ar feadh na mblianta, ba é seo an t-aon áit sa chathair go raibh seirbhís phoiblí leabharlainne ann, seachas Leabharlann Chontae i dTeach na Cúirte agus áitreabh Mardyke, go dtí gur osclaíodh leabharlann nua ar Bhóthar Naomh Mhuire os comhair na hArdeaglaise Thuaidh sa bhliain 1972. Tógadh leabharlann eile gar do Pháirc na mBuaircíní go gairid ina dhiaidh sin le freastal ar dheisceart na cathrach. Laistigh d'achar gairid, bunaíodh an tseirbhís leabharlanna taistil, osclaíodh Leabharlann na Dúglaise san ionad siopadóireachta atá ann (faigheann an leabharlann seo comhmhaoiniú ó na Comhairlí Cathrach agus Contae), agus deineadh fairsingiú agus atógáil ar an Lárleabharlann ar Shráid an Chapaill Bhuí. Údar aitheantais agus molta iad na forbairtí seo d'fhís agus d'fhuinneamh Sheáin Uí Bhuacháin, a bhí ina Leabharlannaí Cathrach ó lár na seascaidí go lár na n-ochtóidí. Fear é seo go nglactar leis go forleathan ina thaobh gurbh é ceann de na

for their reading material, and long queues were a feature of those years, making the borrowing of books less than pleasant for public and staff alike. From the time of the opening of Douglas Library the total number of issues of books from the suburban libraries has consistently exceeded that of the Central Library, illustrating how important the network of local libraries is to the people of the city. The Central Library on the Grand Parade is the most important such facility outside Dublin, and remains the main focus of specialist services such as reference & information, local studies and music.

Since the mid-1980s the network of local libraries has been extended with two new libraries serving the northside: Mayfield and Hollyhill. The main feature of development in the last two decades, however, has been the revolution in library provision through the use of information & communications technology. The term first used to describe the use of computers in libraries – automation - betrays how libraries expected to make use of them: they would, it was thought, only be used to automate existing practices and carry out the numbers crunching. This was largely true in the early years.

Since the late 1990s the emphasis has changed completely, and the term now in use - information and communications technologies - indicates how personal computers are now primarily a tool to enable the public, and indeed the library staff, to link with the world wide web, to access online databases of all kinds, and to allow people with no access to PCs at home or at work to communicate by e-mail with friends and colleagues all over the world. In addition the Horizon system - which staff use to catalogue, issue and return books and other stock - offers more functionality and more options for management information than the previous system.

The latest use of information & communications technologies, like the earlier phase part-funded by central government, has been in what is called digitisation: the scanning of maps, photographs, prints and other images to an online database so that they can be viewed and downloaded via the web. The digitisation project in the City Library is concentrating on material of Cork interest, but when the images are available on the web access will be without limits.

> ***"the beaten path of my youth was over to St. Mary's Road down Shandona over the Northgate Bridge through the Coal Quay and down the parade to the City of Cork public library... I must have traipsed this trip two or three times a week hail, rain or snow to plunder the treasure trove."***
>
> Niall Tóibín, 2005

leabharlannaithe poiblí ba cheannródúla lena linn.

Is dócha gurb é cruthú líonra leabharlanna áitiúla an fhorbairt is tábhachtaí i stair na seirbhíse. Le blianta fada, bhí ar dhaoine as gach cearn den chathair – páistí san áireamh – teacht chuig Sráid an Chapaill Bhuí lena gcuid ábhar léitheoireachta a fháil. Chonacthas scuainí fada taobh amuigh den leabharlann go minic, rud a thaispeáin a dheacara is a bhí sé leabhair a fháil ar iasacht. Ón am ar osclaíodh Leabharlann na Dúglaise, ba mhó an méid leabhar a bhí á gcoimeád ar stoc i leabharlanna sna bruachbhailte ná mar a bhí sa Lárleabharlann, rud a léiríonn cé chomh tábhachtach agus atá líonra na leabharlanna áitiúla do mhuintir na cathrach. Tá an Lárleabharlann ar Shráid an Chapaill Bhuí ar an áis is tábhachtaí dá leithéid taobh amuigh de Bhaile Átha Cliath, agus is í is mó a sholáthraíonn sainseirbhísí don phobal fós; seirbhísí mar tagairt agus eolas, staidéar áitiúil agus ceol.

Ó lár na n-ochtóidí ar aghaidh tá curtha leis an líonra áitiúil leabharlanna, mar a bhfuil dhá leabharlann nua anois ag freastal ar an taobh thuaidh den chathair: Gort Álainn agus Cnoc an Chuilinn. Is í an phríomhghné den fhorbairt le 20 bliain anuas ná an réabhlóid atá tarlaithe maidir le soláthar leabharlanna de bharr úsáid na teicneolaíochta eolais agus cumarsáide. Ní thugann an téarma a úsáidtear chun cur síos a dhéanamh ar úsáid ríomhairí i leabharlanna – uathoibriú – pictiúr cruinn den mhéid go rabhthas ag súil leis ó leabharlanna maidir lena n-úsáid: samhlaíodh ná beadh d'úsáid sna ríomhairí ach slí chun cómhaireamh uimhreacha a éascú. Bhí sé seo fíor cuid mhór sna blianta tosaigh.

Ach ó dheireadh na nóchaidí i leith, tá an bhéim athraithe ar fad agus tugann an téarma atá in úsáid anois – teicneolaíocht eolais agus cumarsáide – le tuiscint gur uirlis í an ríomhaire pearsanta a cheadaíonn don phobal, agus go deimhin don fhoireann leabharlainne, nascadh leis an ngréasán domhanda, rochtain a fháil ar bhunachar sonraí de gach cineál, agus ligean do dhaoine nach bhfuil ríomhaire pearsanta acu sa bhaile nó san ionad oibre teagmháil a dhéanamh le cairde agus comhghleacaithe dá gcuid ar fud an domhain trí ríomhphost. Chomh maith leis sin, tairgeann córas

In the last few years the library service has continued to expand its services. Funding approval has been received from central government for a new building to replace the Tory Top Library, and this is expected to be opened in 2005, and approval has also been granted for a major library serving Bishopstown and the western suburbs.

In summary, the City Library has established itself as an integral feature of the city's cultural landscape, so woven into the fabric of the lives of countless Corkonians over the years as to be almost invisible. The Library's profile in the city does not fully reflect how important it is to people who use it as a resource for learning, to feed their love of music, to nurture their love of place, and to children and their parents as their primary gateway to the world of knowledge and the joy of reading.

Looking ahead, the unique specialist services – local studies, reference, music, and children's resources – need to be refocused and renewed, and the network of local libraries needs to be completed and reinvigorated.

Horizon – córas a úsáideann an fhoireann chun leabhair agus stoc eile a rangú, a eisiúint agus a thabhairt ar ais – níos mó feidhmiúlachta agus roghanna le haghaidh bainistíocht eolais ná mar a thairg an seanchóras.

Cosúil leis an tréimhse níos luaithe, a bhí páirtmhaoinithe ag an rialtas láir, is í an úsáid is déanaí de theicneolaíocht eolais agus cumarsáide ná i réimse ar a dtugtar digitiú: ciallaíonn sé seo go ndéantar léirscáileanna, grianghraif, priontáilithe agus íomhánna eile a scanáil isteach go bunachar sonraí ar líne chun gur féidir iad a fheiceáil agus a íoslódáil ón ngréasán. Tá an tionscnamh digitithe atá ar bun i Leabharlann na Cathrach ag díriú ar ábhar a bhaineann le Corcaigh, ach nuair a bheidh na híomhánna ar fáil ar an ngréasán ní bheidh teorainn ar bith leis an rochtain.

Le blianta beaga anuas tá an tseirbhís leabharlanna ag cur lena cuid seirbhísí go leanúnach. Ceadaíodh maoiniú ón rialtas láir d'fhoirgneamh nua a thiocfaidh in áit Leabharlann Bhóthar na mBuaircíní. Táthar ag súil go mbeidh sé seo oscailte sa bhliain 2005 agus tugadh cead le haghaidh leabharlainne móire a fhreastalóidh ar Bhaile an Easpaig agus ar na bruachbhailte thiar.

Mar achoimre, tá áit lárnach bainte amach ag an leabharlann i gcultúr na cathrach. Tá sí chomh fite fúite i saol muintir na cathrach gur ar éigin go dtugtar faoi deara í. Ní léiríonn próifíl na Leabharlainne cé chomh tábhachtach agus atá sí don phobal mar acmhainn foghlamtha, mar áis chun meas ar cheol a fhorbairt agus grá don áit dúchais a chothú. Is oscailt í ar domhan an eolais agus taitneamh na léitheoireachta do pháistí agus a dtuismitheoirí. Ag féachaint ar aghaidh, ní mór do na sainseirbhísí speisialta – staidéar áitiúil, tagairt, ceol agus acmhainní do pháistí – ní mór iad a athdhíriú agus a athnuachan, agus ní mór críoch a chur leis an líonra áitiúil leabharlanna agus é a athneartú.

An internal view of the new Library at Bishopstown.

1.4 The Future of Library Services: assessing the environment

1.4.1 External environment: Opportunities and Threats

Over the period of this plan the library service faces both opportunities and threats in society at large and in the external environment generally.

Opportunities

There is a greater emphasis on learning in society, and the population of the city and of Ireland generally is becoming more educated.

In the formal education system and in schools
- there are changes in curricula at all levels;
- schools are more interested in building stronger links with the library;
- parents see libraries as a safe place for children after school, and as a place which can help realise their ambitions for their children.

In the area of lifelong learning
- interest in and take-up of distance education continues to grow;
- there is a greater demand for adult education classes of all types.

Libraries are well placed to meet the thirst for knowledge in society. They can build on existing links with students and researchers, with their unique resources of books, newspapers, journals, archives etc.

There is a greater emphasis on cultural expression in society.

More people want to use their leisure time purposefully; this offers the chance to respond to existing and future demands
- children's cultural activities are already well established;
- libraries have a well-developed programme of cultural activities for adults;
- comprehensive culture and the imagination stock: literature, music, the arts;
- European Capital of Culture in 2005 opens the door to a much enhanced cultural role for libraries, and can instil pride and cultural awareness throughout the network of libraries;
- Libraries are seen as an important cultural resource.

1.4 Todhchaí na Seirbhísí Leabharlanna: ag meas na timpeallachta

1.4.1 An Timpeallacht Sheachtrach: Deiseanna agus Bagairtí

I rith tréimhse an phlean seo, tugann an leabharlann aghaidh ar dheiseanna agus bhagairtí sa sochaí agus sa timpeallacht sheachtrach go ginearálta.

Deiseanna

Tá béim níos mó ar fhoghlaim sa sochaí agus tá níos mó oideachais ar dhaonra na cathrach agus na hÉireann i gcoitinne.

Sa chóras oideachais foirmiúil agus i scoileanna
- tá athruithe i gcuraclaim ag gach leibhéal;
- tá suim níos mó ag scoileanna naisc níos láidre a chothú leis an leabharlann;
- féachann tuismitheoirí ar leabharlanna mar áit shábháilte dá bpáistí le dul i ndiaidh na scoile agus mar áit gur féidir leo a mianta dá bpáistí a chomhlíonadh.

I réimse na foghlamtha leanúnaigh
- tá fás ag teacht ar an méid suime atá ag daoine sa chianoideachas agus tá níos mó daoine ag glacadh páirte ann;
- tá níos mó éilimh ar ranganna oideachais aosaigh de gach sórt.

Tá leabharlanna in ann an tóir atá ar eolas a shásamh. Is féidir leo na naisc atá acu le mic léinn agus taighdeoirí, agus a gcuid acmhainní leabhar, nuachtán, irisí, cartlanna, srl. a fhorbairt.

Tá níos mó béime ar chur in iúl cultúrtha.

Teastaíonn ó dhaoine an úsáid is fiúntaí agus is féidir a bhaint as a gcuid ama saor. Cruthaíonn sé seo deis freastal ar éilimh seirbhíse atá ann faoi láthair agus a bheidh ann amach anseo.
- gníomhaíochtaí cultúrtha do pháistí bunaithe le fada an lá;
- clár gníomhaíochtaí cultúrtha do dhaoine fásta forbartha go maith ag leabharlanna;
- cultúr cuimsitheach agus stoc na samhlaíochta: an litríocht, ceol agus na healaíona;
- cruthaíonn Príomhchathair Chultúrtha na hEorpa 2005 deis ról cultúrtha níos fearr a bheith ag leabharlanna. Is féidir leis an mbronnadh seo bród agus comhfhiosacht chultúrtha a mhúscailt trí líonra na leabharlanna;
- féachtar ar leabharlanna mar acmhainn cultúrtha tábhachtach.

There is a greater emphasis on social inclusion; libraries can respond by

- building partnerships with community groups;
- building on the good public perception of the library by users (e.g. PLUS Survey);
- building on the good relationship with schools, community groups, and education providers;
- expanding the existing customer base: 20%+ of the public are already members and many more use the service;
- building on the existing network of service points.

The media are generally favourable to libraries; we can

- make use of media opportunities in a more strategic way;
- improve and fine-tune our marketing e.g. distribute attractive brochures in targeted areas;
- further develop the programme of annual events: Children's Book Festival, Bealtaine, Heritage Week, World Book Day, Family Day, etc.;
- use the internet to advertise and improve the libraries web page;
- seek outside funding/sponsorship for particular activities.

Libraries can make use of national and governmental initiatives, including

- evolution of local government with more emphasis on cultural policy and planning, through appointment of arts officers, archivists, heritage officers, establishment of Social Inclusion Office, City Development Board etc.;
- implementation of the *Branching Out* report in all its aspects;
- supportive national library organisations: LAI , An Chomhairle Leabharlanna.

Population changes will mean

- a new customer base including people born outside Ireland;
- a healthier older population, many of them already library users.

Threats

We must address potential commercial & competitive pressures, such as

- libraries face encroachment/competition from other leisure opportunities, including TV, video, internet;
- we offer a poor image to non-users who expect levels of service found in the commercial & private sector services areas;
- increasing prosperity encourages many people to buy their own books, with changes in the book

Tá níos mó béime ar chuimsitheacht shóisialta. Is féidir le leabharlanna gníomhú dá réir trí

- comhpháirtíochtaí a chruthú le grúpaí pobail ;
- tógáil ar an dea-thuairim atá ag lucht úsáidte na leabharlainne (mar a léirítear sa suirbhé PLUS) ;
- tógáil ar an gcaidreamh maith atá acu le scoileanna, grúpaí pobail agus lucht oideachais;
- tuilleadh custaiméirí a thabhairt isteach: tá 20% den phobal cláraithe leo agus úsáideann go leor eile an tseirbhís;
- cur leis an méid seirbhísí atá ann cheana.

Bíonn na meáin chumarsáide fabhrach i leith leabharlanna go ginearálta. Is féidir linn

- úsáid a bhaint as deiseanna media ar shlí níos straitéisí;
- ár gcuid margaíochta a fheabhsú agus snas a chur uirthi, m.sh., bileoga mealltacha a dháileadh i spriocréimsí áirithe;
- an clár d'imeachtaí bliantúla a fhorbairt: Féile Leabhar na bPáistí, Bealtaine, Seachtain na hOidhreachta, Lá Domhanda na Leabhar, Lá na dTeaghlach, srl.
- an t-idirlíon a úsáid i gcomhair fógraíochta agus chun láithreán gréasáin na leabharlanna a fheabhsú;
- maoiniú/urraíocht sheachtrach a lorg le haghaidh gníomhaíochtaí áirithe.

Is féidir le leabharlanna úsáid a bhaint as tionscnaimh rialtais agus náisiúnta, lena n-áirítear

- éabhlóid an rialtais áitiúil, le tuilleadh béime ar pholasaí cultúrtha agus ar phleanáil chultúrtha, trí cheapachán oifigeach ealaíon, trí chartlannaithe, trí oifigigh oidhreachta, trí bhunú Oifige um Chuimsitheacht Shóisialta, Bord Forbartha Cathrach, srl.;
- gach gné den tuarascáil '*Branching Out*' a chur i bhfeidhm;
- eagraíochtaí tacaíochta leabharlanna náisiúnta: LAI, an Chomhairle Leabharlanna.

Ciallóidh athruithe daonra

- margadh nua custaiméirí, ag cur san áireamh daoine nár rugadh in Éirinn;
- daonra níos sine atá níos sláintiúla – go leor acu a úsáideann leabharlanna cheana;

Bagairtí

Ní mór dúinn aghaidh a thabhairt ar bhrúnna tráchtála agus ar iomaíocht a d'fhéadfadh a bheith ann, mar shampla

- ní mór do leabharlanna aghaidh a thabhairt ar iomaíocht ó áiseanna eile fóillíochta, lena n-áirítear teilifís, fístéip, idirlíon;
- nochtaímid droch-íomha do dhaoine nach n-úsáideann an leabharlann agus a bhíonn ag súil le caighdeáin seirbhísí atá ar fáil i réimsí seirbhíse na hearnála tráchtála agus príobháidigh;

trade leading to cheaper books in some cases;
- there are dangers should libraries fall foul of increasingly stringent copyright constraints, even inadvertently;
- web developments may impact negatively on publishing over the next 5-10 years.

- anois agus níos mó airgid ag daoine, bíonn claonadh acu a leabhair féin a cheannach. Ciallaíonn athruithe i dtrádáil leabhar go mbíonn leabhair níos saoire i roinnt cásanna;
- bíonn dainséar ann go mbriseann leabharlanna dlithe maidir le cóipcheart, fiú más trí thimpiste é;
- d'fhéadfadh forbairtí gréasáin tionchar diúltach a bheith acu ar fhoilsitheoireacht sna 5-10 bliana amach romhainn.

Negative societal changes present potential dangers
- the value of books and reading is unappreciated in many homes, where parents, not least single parents, are under serious time constraints,
- children have less freedom with parents working longer hours;
- developments in ICT may have serious budgetary implications: e.g. internet access costs, PC obsolescence.

Is féidir le hathruithe diúltacha sóisialacha deacrachtaí nua a thabhairt leo
- is iomaí teaghlach atá ann nach gceapann go bhfuil aon tábhacht le leabhair agus le léamh mar chaitheamh aimsire. Tá sé seo fíor i gcás tuismitheoirí atá faoi bhrú ama, go háirithe tuismitheoirí aonair;
- tá níos lú saoirse ag páistí, nuair a bhíonn a dtuismitheoirí ag obair ar feadh tréimhsí níos faide ;
- d'fhéadfadh forbairtí in ICT impleachtaí tromchúiseacha a bheith acu, m.sh., costais rochtana idirlín, ríomhairí pearsanta ag dul as feidhm.

Political reorientation & institutional changes are already having an impact
- charges put many potential users off, especially when they are aware of cheaper or free services by other providers e.g. Cork County Library does not charge for internet.
- libraries remain a low priority in local government structure;
- decision makers perceive the library's role as an optional leisure service;
- decision makers are not generally well informed about the role of the library in cultural life and learning;
- there is apathy towards library service among many local and national politicians;
- local government funding is again under pressure, leading to cuts in real terms;
- funding is already too low; the bookfund is below the target level recommended by central government.

Tá tionchar cheana féin ag athchlaonadh polaitíochta agus athruithe institiúide
- bíonn drogall ar dhaoine an leabharlann a úsáid, nuair a bhíonn costais i gceist – go háirithe nuair a bhíonn a fhios acu go bhfuil seirbhísí níos saoire nó seirbhísí saor in aisce á gcur ar fáil ag leabharlanna eile, m.sh., is féidir an t-idirlíon a úsáid saor in aisce i Leabharlann an Chontae ;
- níl tús áite á thabhairt do leabharlanna i struchtúr an rialtais áitiúil.
- go ginearálta féachann lucht ceannais go ginearálta ar ról na leabharlainne mar sheirbhís roghnach fóillíochta;
- go hiondúil, is beag an t-eolas a bhíonn ag lucht ceannais ar ról na leabharlainne sa saol cultúrtha agus foghlamtha;
- tá go leor polaiteoirí áitiúla agus náisiúnta fuarchúiseach faoi sheirbhísí leabharlanna;
- tá maoiniú an rialtais áitiúil arís faoi bhrú agus gann, rud a fhágfaidh go mbeidh gearradh siar ar acmhainní;
- tá an maoiniú ró-íseal cheana féin; tá an maoiniú a chuirtear ar leataobh i gcomhair leabhar faoi bhun an spriocleibhéil a mhol an rialtas láir;

Partnerships and co-operation are not sufficiently developed
- co-operation with other libraries in the Cork area needs to be much more effective;
- links with education bodies & community groups are not strong enough;
- partnerships with educational bodies to address changes in society are not sufficiently developed.

Níl comhpháirtíochtaí ná comhoibriú forbartha a ndóthain
- ní mór do chomhoibriú le leabharlanna eile i réigiún Chorcaí a bheith i bhfad níos éifeachtaí;
- níl naisc le heagrais oideachais agus grúpaí pobail sách láidir;
- níl comhpháirtíochtaí le heagrais oideachasúla forbartha a ndóthain chun dul i ngleic le hathruithe sa sochaí.

Other threats include
- library infrastructure is poor, especially our buildings;
- we face the potential loss of staff to other organisations and/or other sections of the public service with more promotional opportunities;
- we may see an increase in the incidence of abusive users in an increasingly less well-mannered society.

1.4.2 Organisational issues: Strengths and Weaknesses

In terms of its own organisation the library service must strengthen areas in which it is already strong, and address its weaknesses.

Strengths

The Library offers a distinctive range and quality of services
- book & multimedia lending for children and adults;
- specialist services such as reference, music, local studies;
- a local and general information centre, with a no-charge genealogy service;
- internet access at low cost;
- a good and varied outreach programme, with cultural activities for adults and children, free of charge;
- constantly expanding collections: these provide an educational, community & cultural heritage resource supporting schools and the curriculum, and independent research and study;
- as a local government service it offers continuity with an established budget line.

The Library offers new and improving services, including
- significant advances in information & communications technologies (ICT);
- enhanced accessibility: 6-day opening, lunchtime opening, and evening opening in local libraries;
- the service is responsive to change: there is increasing diversity of library collections and services in response to the changing nature of the society we serve: e.g. libraries respond to the needs of refugees, community education, social inclusion, and a variety of community groups.

The library offers improving facilities, including
- strategic city-wide locations offering a presence in local communities;
- new buildings promising a more positive profile for the future e.g. Tory Top, Bishopstown, Blackrock–Mahon;

Ar na bagairtí eile, áirítear
- droch-bhonneagar leabharlanna, go háirithe foirgintí;
- d'fhéadfadh baill foirne imeacht ar fhostaíocht go réimsí eile sa tseirbhís phoiblí, ina bhfuil níos mó deiseanna ardú céime d'fháil iontu;
- ná fuil leabharlanna ag teacht saor mhaistínteacht shoisialta.

1.4.2 Ceisteanna eagrúcháin: Nirt agus Laigí

I gcás eagrú seirbhís na leabharlanna, ní mór don Leabharlann cur lena buanna agus dul i ngleic lena laigaí.

Nirt Eagrúcháin

Cuireann an Leabharlann réimse agus caighdeán seirbhísí ar leith ar fáil
- iasacht leabhar agus ilmheán do pháistí agus do dhaoine fásta;
- sainseirbhísí mar tagairt, ceol, staidéar áitiúil;
- ionad eolais áitiúil agus ginearálta, ina bhfuil seirbhís ghinealaigh ar fáil atá saor in aisce;
- rochtain idirlín ar chostas íseal;
- clár for-rochtana atá go maith agus éagsúil, le gníomhaíochtaí cultúrtha do dhaoine fásta, iad ar fad saor in aisce;
- méadú leanúnach ar bhailiúcháin; cuireann seo acmhainn oideachasúil, pobail agus oidhreachta cultúrtha ar fáil a thacaíonn le scoileanna agus leis an gcuraclam, le taighde agus staidéar neamhspleách;
- mar sheirbhís de chuid an rialtais áitiúil, cuireann buiséad buan leanúnachas ar fáil

Cuireann an Leabharlann seirbhísí nua, feabhsaithe, ar fáil, lena n-áirítear
- dul chun cinn suntasach i dteicneolaíocht an eolais agus na cumarsáide (ICT);
- rochtain feabhsaithe: ar oscailt sé lá in aghaidh na seachtaine, i rith am lóin, agus istoíche sna leabharlanna áitiúla;
- athraíonn an tseirbhís de réir mar a athraíonn an saol: tá níos mó éagsúlachta ag baint leis na bailiúcháin agus na seirbhísí atá ar fáil sa leabharlann mar fhreagairt ar shíorathrú an tsaoil, m.sh., tá leabharlanna ag freastal ar riachtanais na dteifeach, an oideachais phobail, na chuimsiú sóisialta agus ar riachtanais ghrúpaí pobail.

Tairgeann an Leabharlann áiseanna a bhíonn ag feabhsú i gcónaí, lena n-áirítear
- láithreacha straitéiseacha ar fud na cathrach ag freastal ar phobail áitiúla;
- foirgnimh nua a thabharfaidh próifíl níos dearfa don tseirbhís amach anseo, m.sh., Bóthar na

- a welcoming environment: a non-threatening, friendly, neutral space open to all;
- a social outlet for isolated individuals in society;
- venues for community educational initiatives and groups;
- an accessible cultural resource.

The human resource is one of the main strengths of the library service, with

- skilled, motivated, positive, versatile staff;
- a proven track record in meeting the public's needs.

Weaknesses

The City Libraries' services & resources require major improvements

- libraries are perceived as being stuck in a traditional mode;
- services are underdeveloped due to overstretching and lack of clear focus;
- there is poor exploitation of stock, and a need for more regular stocktakes;
- there is a continuing failure to attract 15–25 year olds;
- the book supply system must improve to reduce delays in getting new titles to users;
- there is a need to reach out more to disadvantaged groups;
- there is an inadequate housebound service;
- there is no loop system for the hard of hearing;
- there is a need to make better provision for children with disabilities;
- the service to immigrants and asylum seekers is undeveloped in terms of service in first languages;
- there is often poor follow-through on projects.

The City Libraries' facilities do not meet the public's expectations

The poor physical condition of older buildings makes them unsuitable for the demands of a modern library service; problems include:

- Central Library:
  - » the building is far too small and suffers from poor fabric;
  - » the lack of public toilets is a matter of concern to the public;
  - » accessibility for people with disabilities is inadequate – parking, wheelchair access;

mBuaircíní, Baile an Easpaig, An Charraig Dhubh-Machain;

- timpeallacht ina bhfuil fáilte roimh chách go neamhbhagarthach, cáirdiúil, neodrach agus atá ar oscailt do gach duine;
- áis shóisialta do dhaoine aonair atá stoite amach ón saol;
- ionaid do thionscnaimh agus grúpaí oideachasúla pobail;
- acmhainn chultúrtha insroichte;

Is í an acmhainn daonna ceann de na príomhbhuanna atá ag an tseirbhís leabharlanna, mar gheall

- go bhfuil foireann sciliúil, spreagtha, dhearfach agus ildánach ann;
- go bhfuil sé cruthaithe acu gur féidir leo riachtanais an phobail a shásamh.

Laigí Eagrúcháin

Teastaíonn feabhsuithe ollmhóra ó sheirbhísí agus ó acmhainní Leabharlanna na Cathrach

- féachtar ar leabharlanna mar áiteanna a chloíonn an iomad le traidisiún;
- níl seirbhísí forbartha a ndóthain de bharr an iomad úsáide a bheith bainte as acmhainní agus de bharr easpa fócais shoiléir;
- níl úsáid cheart á baint as stoc, agus tá gá le stocáireamh níos rialta;
- tá teipthe ar an Leabharlann arís is arís eile an aoisghrúpa 15-25 bliain a mhealladh chuici;
- ní mór don chóras um sholáthar leabhar feabhsú le nach mbeidh aon mhoill ann teidil nua a bheith ar fáil do lucht úsáide na leabharlanna;
- tá gá le tuilleadh cúnaimh a thabhairt do ghrúpaí atá faoi mhíbhuntáiste;
- níl seirbhís sách maith ann dóibh siúd a chaithfidh fanacht sa bhaile;
- níl aon chóras lúib ann dóibh siúd nach gcloiseann ró-mhaith;
- tá gá le freastal níos fearr ar pháistí atá faoi mhíchumas;
- tá an tseirbhís d'imircigh agus do theifigh neamhfhorbartha chomh fada agus a bhaineann sé le rogha teangacha;
- is minic ná cuirtear tionscnaimh i bhfeidhm go críochnúil.

Níl áiseanna Leabharlanna na Cathrach ar an gcaighdeán go mbíonn an pobal ag súil leis

Tá drochbhail ar na foirgnimh atá sean, rud a fhágann iad a bheith mí-oiriúnach d'éilimh seirbhíse nua-aimseartha leabharlainne; ar na fadhbanna atá ann, áirítear:

- An Lárleabharlann:
  - » tá an foirgneamh i bhfad ró-bheag agus tá drochstruchtúr aige;
  - » is údar imní don phobal í an easpa leithreas poiblí;
  - » níl rochtain maith a dóthain ann do dhaoine atá faoi mhíchumas;

- » service suffers from lack of adequate storage space;
- Other libraries:
  - » St. Mary's Rd:
    - i) no lifts to second floor;
    - ii) location needs review;
  - » Mayfield:
    - i) automatic entrance doors needed;
    - ii) bland entry area needs refurbishment;
  - » inadequate floor space generally due to poor layout of buildings;
  - » there is a lack of meeting rooms for community groups and library clubs;
  - » there is poor signage internally and externally;
  - » the mobile library is c. 30 years old.

There are major human resource issues to be addressed, for example

- there are insufficient staff to exploit all services;
- there is a need to assess grading structure and numbers;
- the service suffers from lack of relief staff;
- major improvements are needed in staff training & education;
- safety & security of staff needs to be addressed;
- rigid thinking with regard to staff roles and tasks needs to be addressed;
- morale suffers from monotony of job at certain grades.

Promotion and marketing have never received sufficient resourcing

- the service suffers from lack of in-house promotion expertise;
- usage suffers due to poor public awareness of the range and depth of services and of the recently improved opening hours;
- there is a need for library informational material to be available in translation.

Opening hours, while recently improved, need to be reviewed

- the service suffers because of non-standardised opening hours;
- opening hours need to better reflect community needs;
- the issue of evening opening in the city centre needs to be addressed.

Charges are high in comparison to other library authorities

- » locht eile atá ar an tseirbhís ná easpa spáis ceart stórála;
- Leabharlanna Eile
  - » Bóthar Naomh Mhuire:
    - i) gan aon ardaitheoirí chuig an dara hurlár;
    - ii) ní mór athbhreithniú a dhéanamh ar an láthair;
  - » Gort Álainn:
    - i) tá doirse uathoibríocha don tslí isteach ag teastáil;
    - ii) tá athchóiriú ag teastáil ón láthair fháiltithe;
  - » tá easpa spáis urláir ann de bharr drochleagan amach na bhfoirgneamh;
  - » tá ganntanas seomraí cruinnithe ann do ghrúpaí pobail agus clubanna leabharlainne;
  - » is beag comharthaíochta atá le feiceáil taobh istigh nó taobh amuigh;
  - » tá an leabharlann taistil c. 30 bliain d'aois.

Tá ceisteanna móra le réiteach maidir le hacmhainní daonna, mar shampla

- níl a ndóthain ball foirne ann chun an úsáid is fearr a bhaint as na seirbhísí uile;
- tá gá ann an struchtúr grádála agus líon foirne a mheas;
- tá easpa foirne faoisimh ann;
- ní mór d'fheabhsuithe ollmhóra tarlúint in oiliúint agus in oideachas foirne;
- ní mór dul i ngleic le riachtanais sábháilteachta agus slándála na foirne;
- ní mór dianmhacnamh a dhéanamh ar ról agus ar thascanna na mball foirne;
- tarlaíonn ísliú meanma do dhaoine i ngrádanna áirithe toisc go mbíonn leadránacht ag baint lena bpostanna;

Níor caitheadh dóthain acmhainní riamh ar mhargaíocht;

- tá easpa saineolais ann ar an gcuma is fearr an tseirbhís a chur chun cinn;
- ní bhaintear dóthain úsáide as an tseirbhís mar gheall nach bhfuil a fhios ag an bpobal faoi réimse agus faoi dhoimhneacht na seirbhíse agus faoi na huaireanta oscailte feabhsaithe;
- tá gá le hábhar eolais faoin leabharlann a bheith ar fáil go hilteangach.

Bíodh is go bhfuil uaireanta oscailte níos fearr anois ann, ní mór athbhreithniú a dhéanamh orthu

- tá an tseirbhís faoi mhíbhuntáiste de bharr uaireanta oscailte neamhchaighdeánaithe;
- ní mór d'uaireanta oscailte a bheith bunaithe ar riachtanais an phobail;
- ní mór an cheist maidir leis an leabharlann a bheith ar oscailt istoíche a phlé;

Tá na costais ard i gcomparáid le húdaráis eile leabharlainne

- there is a need to review the range of charges and their affect on usage;
- there is a need, in particular, to look at the charging structure for families, widows & disadvantaged groups;
- the cost of membership for music, adult & internet services is perceived as off-putting.

Other weaknesses include

- the absence of real regular in-depth service analysis, due to insufficient staff;
- a need to monitor user needs much more clearly;
- the service lacks focus because of failure to develop policies in key areas;
- a feeling of isolation in branches and in some departments of Central Library.

1.4.3 Key challenges

In summary the Council faces a number of key challenges in developing the library service; how the Council faces up to these will determine how well we achieve the objectives of this plan:

The Human Resource

- we need to provide adequate staffing levels;
- we need to improve staff conditions and provide promotional opportunities;
- we need to improve the motivation of staff;
- we need to address the effect of competing pressures on staff.

External Competition

- we are competing for leisure time with more commercial outlets: we must make the library service more attractive;
- we need to understand and address the impact of new developments, e.g. electronic books, web publishing, and the Copyright & Related Rights Act, 2000.

Lack of Resources

- we must address staffing deficits;
- we must improve investment in recurrent programmes;
- we must improve investment in capital projects;
- we must maximise the use of scarce resources; and find the resources to achieve what is possible;
- we must address infrastructural deficits.

- tá gá le hathbhreithniú a dhéanamh ar an réimse praghasanna atá ann agus ar a dtionchar siúd ar úsáid na leabharlainne;
- tá géarghá ann féachaint ar an struchtúr praghasála atá ann do theaghlaigh, do bhaintreacha agus do ghrúpaí faoi mhíbhuntáiste ;
- samhlaítear go gcuireann na costais bhallraíochta le haghaidh seirbhísí ceoil, aosaigh agus idirlín daoine ó dhoras;

I measc na laigeachtaí eile, airítear

- easpa anailíse domhain ar an tseribhís ar bhonn rialta, de bharr nach bhfuil a dóthain foirne ann;
- gá le monatóireacht a dhéanamh ar riachtanais na n-úsáideoirí ar shlí níos soiléire;
- easpa fócais ag an tseirbhís mar gheall go dteipeann uirthi polasaithe a fhorbairt sna príomhréimsí tábhachtacha;
- easpa teagmhála idir chraobhacha / roinnt ranna lárnacha agus an Lárleabharlann.

1.4.3 Príomhdhúshláin

Mar achoimre, is iomaí dúshlán atá roimh an gComhairle amach anseo maidir leis an tseirbhís leabharlanna a fhorbairt. Beidh tionchar ag an slí a thabharfaidh an Chomhairle aghaidh ar na dúshláin seo ar chonas a bhainfear spriocanna an phlean seo amach.

Acmhainní Daonna

- teastaíonn uainn tuilleadh ball foirne a earcú;
- teastaíonn uainn spreagadh na mball foirne a fheabhsú;
- teastaíonn uainn féachaint ar an tionchar a bhíonn ag brú iomaíochta ar bhaill foirne;

Iomaíocht Sheachtrach

- táimid in iomaíocht le níos mó áiseanna tráchtála: ní mór dúinn an tseirbhís leabharlanna a dhéanamh níos tarraingtí;
- teastaíonn uainn tionchar forbairtí nua a thuiscint agus dul i ngleic leo, m.sh., leabhair leictreonacha, foilsitheoireacht ghréasáin agus an tAcht um Chóipchearta agus Cearta Ábhartha, 2000.

Easpa Acmhainní

- ní mór dúinn dul i ngleic le heasnaimh foirne;
- ní mór dúinn infheistíocht i gcláracha comhreatha a fheabhsú;
- ní mór dúinn infheistíocht i dtionscnaimh chaipitil a fheabhsú;
- ní mór dúinn an oiread úsáide agus is féidir a bhaint as acmhainní chun an méid atá indéanta a bhaint amach;
- ní mór dúinn dul i ngleic le heasnaimh bhonneagair.

Management Structures: responsibility & control

- we must improve intermediate management structures;
- we must improve vertical and interdepartmental information flows;
- we must introduce regular internal reviews and assessment.

Technology

- we must make the best possible use of the internet, and information and communications technologies generally;
- we must offer a fully interactive online library service, to compete with the best of what is available on the world wide web.

Image and Profile

- we must address people's previous negative experience of the service;
- We must address the lack of interest in and perceived lack of relevance of the library;
- we must raise the profile of the library in a positive way within and outside the Council.

Providing a quality service

- we must provide a clear vision for the development of the service;
- we must build a service to a minimum professional standard;
- we must aim to achieve exceptional work on a consistent basis;
- we must make Cork City Libraries a national leader;
- we must provide regular external reviews and assessment, and continually check the relevance of each aspect of the service;
- we must reach an increasingly diverse population.

Struchtúir Bhainistíochta: freagracht agus smacht

- caithfimid struchtúir bhainistíochta idirmheánaigh a fheabhsú;
- caithfimid sruthanna eolais ingearacha agus idir-rannacha a fheabhsú;
- caithfimid athbhreithnithe agus measúnaithe inmheánacha a chur i bhfeidhm go rialta;

Teicneolaíocht

- is gá dúinn an úsáid is fearr agus is féidir a bhaint as an idirlíon agus as teicneolaíocht eolais agus cumarsáide go ginearálta;
- is gá dúinn seirbhís leabharlanna atá go hiomlán idirghníomhach a thairiscint, chun go mbeimid in ann a bheith in iomaíocht leis na táirgí is fearr atá ar fáil ar an ngréasán domhanda.

Íomhá agus Próifíl

- ní foláir dúinn an taithí dhiúltach a bhí ag custaiméirí leis an tseirbhís a chur ina ceart;
- ní foláir dúinn dul i ngleic leis an easpa suime atá sa leabharlann agus leis an easpa tábhachta a shamhlaítear léi;
- ní foláir dúinn aird a tharraingt ar phróifíl na leabharlainne ar shlí dhearfach laistigh agus lasmuigh den Chomhairle.

Ag cur seirbhíse d'ardchaighdeán ar fáil

- caithfimid fís shoiléir d'fhorbairt na seirbhíse a sholáthar;
- caithfimid seirbhís a fhorbairt atá ar bhunchaighdeán gairmiúil;
- is gá go mbeadh mar aidhm againn i gcónaí obair eisceachtúil den chéad scoth a chur i gcrích;
- beidh orainn cinnireacht náisiúnta a bhaint amach do Leabharlanna Cathrach Chorcaí;
- caithifimid athbhreithnithe agus measúnaithe seachtracha a chur i bhfeidhm go rialta agus súil a choimeád ar ábharthacht gach gné den tseirbhís go leanúnach ;
- caithfimid freastal ar dhaonra níos éagsúla.

A view of the terrace in the new Library at Tory Top Road.

2. The Purpose of the Library Service

Cork City Council provides a library and information service to support learning and the independent quest for knowledge, and to meet the public's interest in books and reading, and the arts. By so doing, it enriches the lives of every member of society, and increases their social, cultural and economic opportunities.

Libraries are a quality of life service, a means of enrichment through both focused and relatively unfocused activity — reading in order to find out, and reading for its own sake. The library is thus a place of fulfilment and joy, for young and old.

2.1 Core Objectives

The Council will ensure that each Library will be:

A Resource for Children and Young People:
the library will be a gateway to the world of knowledge for children, it will actively help children to develop their literacy and information skills, and will act as a centre for culture for children and young people.

A Resource for Information and Learning:
the library will be a key focus of a true 'learning city' supporting adult learners and education generally; it will bridge information gaps and meet the citizen's right to know by providing accurate and up-to-date information, including information for business, economic and community development, and citizen action; the library will act as the collective memory of Cork by comprehensively collecting, making available, and promoting local studies material of all types.

A Resource for Culture and the Imagination:
the library will promote interest in literature, books and reading; it will meet the public's need for recorded & printed music materials and a range of other media; the library will support literature in Irish, and Gaelic culture generally; and will act as a focal point and welcoming space for reading and social and cultural activities.

To ensure that everyone in the city has access to these resources, the Council will provide a network of modern libraries, with the Central Library at its hub, which will:

- Be staffed with well-trained, welcoming, expert and accessible staff, in appropriate numbers and at appropriate levels;
- Be housed in purpose built or purpose designed, conveniently located, welcoming and fully

2. Cuspóir na Seirbhíse Leabharlanna

Cuireann Comhairle Cathrach Chorcaí seirbhís leabharlanna agus eolais ar fáil chun tacú le foghlaim agus le tóraíocht neamhspleách an eolais. Cuireann sí an tseirbhís seo ar fáil chun freastal ar shuim an phobail i leabhair agus i léitheoireacht, agus sna healaíona. Tríd an tseirbhís seo a chur ar fáil, cuirtear le sásamh saoil an phobail agus méadaítear ar dheiseanna sóisialta, cultúrtha agus eacnamaíochta.

Seirbhís a bhaineann le caighdeán beatha an duine is ea leabharlann, áit gur féidir cur leis an saibhreas sin trí ghníomhaíocht dhírithe agus réasúnta neamhdhírithe – ag léamh ar mhaithe le foghlaim, agus ag léamh ar a shon féin. Dá bhrí sin, is áit í le haghaidh suaimhneas aigne agus lúcháir d'óg agus aosta.

2.1 Bunaidhmeanna

Cinnteoidh an Chomhairle go mbeidh gach leabharlann mar

Acmhainn do Pháistí agus do Dhaoine Óga:
beidh an leabharlann ina shlí isteach go domhan an eolais do pháistí, cabhróidh sí go gníomhach le páistí a gcuid scileanna litearthachta a fhorbairt, agus gníomhóidh sí mar ionad le haghaidh cultúir do pháistí agus dhaoine óga.

Acmhainn le haghaidh Eolas agus Foghlaim:
beidh an leabharlann ina príomhionad gníomhaíochta do 'Chathair na Foghlamtha', ag tacú le foghlaimeoirí fásta/aosaigh agus le hoideachas go ginearálta; dúnfaidh sí bearnaí eolais agus sásóidh sí ceart an tsaoránaigh eolas a bheith aige trí eolas atá cruinn agus suas go dáta a chur ar fáil, lena n-áirítear eolas d'fhorbairt ghnó, eacnamúil agus phobail, agus do ghníomhaíocht shaoránaigh; gníomhóidh an leabharlann mar chnuaschuimhne do Chorcaigh trí staidéar áitiúil de gach saghas a bhailiú, a sholáthar agus a chur chun cinn go cuimsitheach.

Acmhainn le haghaidh Cultúir agus Samhlaíochta:
cuirfidh an leabharlann suim sa litríocht, i leabhair agus i léamh chun cinn; sásóidh sí dúil an phobail in ábhair cheoil agus i mórán meán eile; tacóidh an Leabharlann le litríocht agus le cultúr na Gaeilge i gcoitinne; gníomhóidh sí mar phointe fócasach agus spás fáilteach do ghníomhaíochtaí léitheoireachta, sóisialta agus cultúrtha.

Lena chinntiú go mbeidh teacht ag gach éinne sa chathair ar na hacmhainní, cuirfidh an Chomhairle líonra nua-aimseartha leabharlanna ar fáil, áit a mbeidh an Lárleabharlann ina croí-lár aige; leabharlanna:

- go bhfuil foireann aici atá oilte go maith, a chuireann fáilte roimh dhaoine, go bhfuil an

accessible buildings, which will be open at times that suit the public;

- Be stocked with up-to-date and relevant collections of books, periodicals, audio-visual and multi-media stock, for children and adults;
- Be equipped with state of the art facilities and equipment, and linked by state of the art information and communications technologies to each other, to other library and information services and cultural centres, and to online resources worldwide;
- Be promoted and marketed to maximise its use by people in every community in the city and its environs.

saineolas cuí acu; foireann go bhfuil sé éasca teacht orthu, go bhfuil a ndóthain ball foirne ann ag gach leibhéal;

- leabharlanna a bheidh lonnaithe i bhfoirgnimh atá tógtha d'aonghnó nó deartha mar leabharlann, in áit chaoithiúil, fháilteach, atá go hiomlán insroichte agus a bheidh ar oscailt le linn uaireanta a oireann don phobal;
- leabharlanna go mbeidh a cuid bailiúchán leabhar, tréimhseachán, stoc closamhairc agus ilmheán cothrom le dáta, do pháistí agus do dhaoine fásta;
- leabharlanna go mbeidh áiseanna agus trealamh den chéad scoth acu, agus a bheidh nascaithe le chéile ag teicneolaíocht eolais agus cumarsáide den chéad scoth, le seirbhísí eile leabharlanna agus eolais agus le hionaid chultúrtha, agus le hacmhainní ar líne atá ar fáil ar fud an domhain;
- leabharlanna go mbeidh cur chun cinn agus margaíocht déanta ar a son chun go mbainfidh uasmhéid daoine úsáid astu i ngach pobal sa chathair agus sa cheantar maguaird.

2.2 A Quality Service

Cork City Council will provide a constantly improving library service, and will aim to achieve and demonstrate value for money, high standards of service, efficiency, courtesy and accountability.

The Council will:

- Develop a deeper understanding of the needs of individuals and communities for library services and cultural development, and put in place procedures to respond quickly to these needs;
- Develop a deeper understanding of the diverse and changing nature of society in the city, and ensure that services evolve to match diversity and change;
- Ensure that the resources of the library service are, in as far as practicable, available at times which suit the public;
- Develop the library service in Cork city to recognised international professional standards, and to make the library service in Cork a national and international leader by consistently meeting the highest standards of provision;
- Ensure that there are appropriate evaluation mechanisms in place, including surveys and complaints procedures, to assess the value and impact of the library service, and the degree to which it achieves its stated objectives.

2.2 Seirbhís d'Ardchaighdeán

Cuirfidh Comhairle Cathrach Chorcaí seirbhís leabharlanna ar fáil a bheidh ag feabhsú go leanúnach agus a léireoidh ardchaighdeán seirbhíse, éifeachta, cúirtéise, freagrachta agus caitheamh airgid.

Déanfaidh an Chomhairle:

- Tuiscint níos doimhne a fhorbairt ar riachtanais an duine aonair agus pobal le haghaidh seirbhísí leabharlanna agus forbairt chultúrtha, agus nósanna imeachta a chur i bhfeidhm le freastal ar na riachtanais seo go tapaidh;
- Tuiscint níos doimhne a fhorbairt ar chomdhéanamh pobal na cathrach atá ag athrú de shíor, agus a chinntiú go bhforbrófar seirbhísí de réir mar is gá;
- A chinntiú go mbeidh acmhainní na seirbhíse leabharlanna ar fáil ag amanta a oireann don phobal, ach na hamanta sin a bheith praiticiúil;
- An tseirbhís leabharlainne i gcathair Chorcaí a fhorbairt sa tslí is go mbainfidh sí caighdeáin ghairmiúla náisiúnta amach, agus eiseamlár náisiúnta agus idirnáisiúnta a dhéanamh den tseirbhís leabharlainne i gCorcaigh, trí na caighdeáin soláthair is airde a bhaint amach;
- A chinntiú go gcuirfear táscairí cuí meastóireachta i bhfeidhm, lena n-áirítear suirbhéanna agus nósanna imeachta gearán, chun luach agus tionchar na seirbhíse agus cur i bhfeidhm cuspóirí a mheas.

2.3 Libraries for All: Social Inclusion

Cork City Council will, through its library service, seek to make Cork a more just and inclusive society with increasing social cohesion and solidarity, and with cultural and informational programmes open to everyone.

Cork City Council recognises that social inclusion policies must provide for a wide range of goals, including equitable access to information and cultural activities. Social inclusion must cover more than the world of work, both because a healthy society should follow other priorities besides the work ethic, and because at any given time many people are outside the world of work.

The Council will:

- Ensure that the provision of library services shall evolve in a way designed to reduce social and geographical exclusion and inequality, and to enable more citizens to take an active part in society;
- Ensure that all its library buildings will be accessible to all members of the community;
- Ensure that its library service will secure access to all types of published information, irrespective of physical formats;
- Offer adult lifelong learning and training opportunities;
- Enable all citizens to have access to information & communications technologies;
- Ensure that the opportunities offered by the Information Society of increasing wealth and greater availability of information within society generally are available to everyone in the city, and counter the threat of a widening information gap which would result in growing social exclusion;
- Support cultural identity and cultural diversity in a rapidly changing city.

2.3 Leabharlanna do Chách: Cuimsitheacht Shóisialta

Beidh mar aidhm ag Comhairle Cathrach Chorcaí, trína seirbhís leabharlanna cur le sochaí níos cóire agus níos cuimsithí a dhéanamh de Chorcaigh, áit a mbeidh comhtháthú sóisialta agus cur le chéile i réim; áit a mbeidh cláracha cultúrtha agus eolasacha ann atá oscailte do chách.

Aithníonn Comhairle Cathrach Chorcaí go gcaithfidh polasaithe cuimsitheachta sóisialta réimse leathan spriocanna a ullmhú agus a chomhlíonadh, lena n-áirítear rochtain chothrom ar eolas agus gníomhaíochtaí cultúrtha. Caithfidh cuimsitheacht shóisialta níos mó ná saol na hoibre a chlúdú, toisc gur cheart do shochaí sláintiúil a bheith ar thóir tosaíochtaí eile seachas éitic na hoibre, agus toisc go mbíonn go leor daoine as obair ag aon am ar leith.

Cinnteoidh an Chomhairle:

- go bhforbrófar soláthar seirbhísí leabharlanna i dtreo is go laghdófar eisiatacht agus neamhchomhionannas sóisialta agus tír eolaíoch, agus chun saoránaigh a chumasú chun páirt ghníomhach a ghlacadh sa sochaí;
- go mbeidh a cuid leabharlanna ar fad insroichte ag gach duine sa phobal;
- go ndéanfaidh an tseirbhís leabharlanna rochtain a fháil ar gach cineál ábhar foilsithe, cuma cén fhormáid fhisiciúil atá orthu;
- deiseanna foghlamtha agus oiliúna saoil a thairiscint do dhaoine fásta;
- cur ar chumas gach saoránaigh teacht a bheith acu ar theicneolaíocht eolais agus cumarsáide.
- go mbeidh na deiseanna a thairgeann Sochaí an Eolais dúinn – sochaí ina bhfuil níos mó saibhris airgid agus níos mó eolais ann go ginearálta agus go mbeidh na deiseanna sin ar fáil do gach duine sa chathair. Ní mór a dheimhniú ná leathnófar bearna an eolais chun a chinntiú ná tiocfaidh eisiatacht shóisialta chun cinn;
- tacóidh an Chomhairle le féiniúlacht agus éagsúlacht chultúrtha i gcathair atá ag athrú lá i ndiaidh lae.

An external view of the new Library at Bishopstown.

3. Action Plan for the Library Service 2005-2009

3.1 Introduction

Cork City Council believes that Cork City Libraries, like any service to the public, will benefit from a strategic approach to the development of its services and facilities, with the emphasis on the implementation of strategic actions. Thus this Action Plan looks ahead 10 to 20 years, but plans in detail for the next 5 years.

With this Action Plan, the Council intends to position Cork City Libraries as a key support for the learning city: a real and effective gateway to the world of knowledge for children and young people, a proactive and focused support for adult independent learning, and for persons undertaking distance education. In the first year of this plan, Cork's year as European Capital of Culture offers enormous opportunities for Libraries to position themselves as centres of literature and culture, and the Council intends that these opportunities will be grasped.

Cork City Council

- sees libraries primarily in terms of resources for the people of the city rather than as buildings or institutions.
- endorses the democratic and egalitarian assumptions and principles on which public libraries are based and believes that:
  - » the city requires the full use of all our human resources to be successful in the new century, economically, socially and culturally;
  - » all citizens have the right of equal access to knowledge, to creative expression, and to the recorded and material heritage, in order to develop their full capabilities and to direct their own lives;
  - » democratic government at both local and national levels needs an informed and educated electorate;
  - » all citizens must have easy access to information and communications technologies so that the people of Cork may fully embrace the opportunities offered by the Information Society.
- will provide materials and organize programmes in libraries which will not only enable the people of the city to know ourselves better, but to know about the world in all its variety and complexity.
- intends that its library service shall meet these requirements in a manner which is efficient and practical as well as democratic, by giving the whole of the population access to the whole

3. Plean Gníomh don tSeirbhís Leabharlainne 2005-2009

3.1 Réamhrá

Creideann Comhairle Cathrach Chorcaí go mbainfidh Leabharlanna Chathair Chorcaí, ach an oiread le haon seirbhís don phobal, tairbhe as cur chuige straitéiseach maidir le forbairt a gcuid seirbhísí agus a gcuid saoráidí, le béim ar fheidhmiú gníomh straitéiseach. Mar sin féachann an Plean Gnímh seo chun cinn 10 go dtí 20 bliain, ach is plean é go sonrach don chéad 5 bliana eile.

Leis an bPlean Gnímh seo, tá sé ar intinn ag an gComhairle go mbeadh Leabharlanna Chathair Chorcaí mar phríomh thacaíocht ag an gcathair fhoghlama: go mbeidh siad mar fíor-gheata éifeachtach ó thaobh domhan an eolais i gcás leanaí agus daoine óga, tacaíocht dhírithe fhorghníomhach d'fhoghlaim neamhspleách daoine fásta, agus do dhaoine a bheidh ag tabhairt faoi chianoideachas. Sa chéad bhliain den phlean seo, cuireann an bhliain atá ag Corcaigh mar Phríomhchathair Chultúrtha na hEorpa deiseanna iontacha ar fáil do Leabharlanna iad féin a chur chun cinn mar ionaid litríochta agus cultúir, agus féachfaidh an Chomhairle chuige go mbainfear leas as na deiseanna sin.

Maidir le Comhairle Cathrach Chorcaí:

- feiceann sí leabharlanna go príomha mar áiteanna chun acmhainní a chur ar fáil do mhuintir na cathrach seachas iad a fheiceáil mar fhoirgnimh nó mar institiúidí.
- tacaíonn sí leis an nglacadh daonlathach agus cothromaíochta atá ann agus leis na prionsabail ar a bhfuil leabharlanna poiblí bunaithe agus creideann sí:
  - » go dteastaíonn ón gcathair úsáid iomlán a bhaint as ár n-acmhainní daonna ar fad chun go n-éireoidh léi san aois nua, go heacnamúil, go sóisialta agus go cultúrtha;
  - » go bhfuil ceart ag gach saoránach teacht ar eolas, ar thuairimíocht chruthaíoch, agus ar oidhreacht thaifeadta agus ábhartha, ionas go ndéanfaidh siad forbairt ar a gcuid inniúlachtaí iomlána ionas go dtreoróidh siad a saol féin;
  - » go dteastaíonn toghlach eolasach agus toghlach le hoideachas ón rialtas daonlathach ag an leibhéal áitiúil agus ag an leibhéal náisiúnta;
  - » go gcaithfidh rochtain éasca a bheith ag gach saoránach ar eolas agus ar theicneolaíochtaí cumarsáide ionas go mbeidh muintir Chorcaí in ann tairbhe agus leas iomlán a bhaint as na deiseanna a chuireann Sochaí an Eolais ar fáil dóibh.
- cuirfidh an Chomhairle ábhair ar fáil agus eagróidh sí cláir i leabharlanna agus ní hamháin go gcuirfidh siad ar chumas muintir na

breadth of our culture. Even those who do not directly use the services obtain a real benefit from them, through the enrichment of the community and its individual members.

The library service of 21st-century Cork will be delivered in three interwoven strands:

1) through the Central Library, with its specialist services and the largest collections of stock for children and adults;
2) through the network of local libraries serving all areas of the city with a range of services based on the actual needs of the local communities being served; and
3) through an e-Library facility offering a full virtual library service with online transactions – registration, renewals, requests – and access to digital collections provided directly or via web links.

This Action Plan is organised in four main sections: firstly, actions relating to the resources and activities which define a modern library service; secondly, actions relating to the buildings and the information & communications technologies to accommodate these resources and activities; thirdly, actions relating to the role of libraries in society; and finally, actions relating to the support services, human resources and funding needed for the effective delivery of the resources and activities.

cathrach aithne níos fearr a chur orthu féin, ach freisin aithne a chur ar an saol mór agus ar an éagsúlacht agus an chastacht ar fad a bhaineann leis.

- Tá an chomhairle chun freastal ar na riachtanais sin ar shlí éifeachtúil agus praiticiúil chomh maith le bheith daonlathach, trí rochtain a thabhairt don daonra ar fad ar réimse iomlán ár gcultúr. Baineann fiú amháin na daoine sin nach n-úsáideann na seirbhísí go díreach buntáiste astu, trí shaibhriú an phobail i gcoitinne.

Déanfar seachadadh ar sheirbhís leabharlainne Chorcaí an 21ú céad i dtrí snáithe a bheidh nasctha le chéile:

1) tríd an Lárleabharlann, lena cuid seirbhísí sainiúla agus na bailiúcháin is mó stoc do leanaí agus do dhaoine fásta;
2) tríd an líonra leabharlann áitiúil a dhéanann freastal ar gach limistéar den chathair le réimse seirbhísí atá bunaithe ar fíor-riachtanais na bpobal áitiúil ar a ndéantar freastal; agus
3) trí shaoráid e-Leabharlann a chuireann seirbhís leabharlainne fíorúil iomlán ar fáil le hidirbheartaíochtaí ar líne – clárú, athnuachana, iarratais – agus rochtain ar bhailiúcháin dhigiteacha a sholáthraítear go díreach nó trí nascanna gréasáin.

Tá an Plean Gnímh seo curtha le chéile i gceithre phríomhrannóga: ar an gcéad dul síos, gnímh a bhaineann le hacmhainní agus gníomhaíochtaí a thugann sainmhíniú ar cad is seirbhís leabharlainne nua-aimseartha ann; ansin, gnímh a bhaineann leis na foirgnimh agus na teicneolaíochtaí eolais agus cumarsáide chun freastal ar na hacmhainní agus na gníomhaíochtaí sin; agus an tríú rannóg, gnímh a bhaineann le ról na leabharlann sa tsochaí; agus ar deireadh, gnímh a bhaineann leis na seirbhísí tacaíochta, acmhainní daonna agus an maoiniú a theastaíonn chun na hacmhainní agus na gníomhaíochtaí a sheachadadh go héifeachtach.

3.2 A Resource for All

At the heart of the library service are its resources – books, CDs, DVDs and other materials, online resources, activities, and continuing programmes. It is vital that expenditure on resources should be focused on the actual needs of the people we serve, ensuring that we provide the right book or other material to the right person at the right time.

Key Result:
Coherent and comprehensive collection development

1 The Council will prepare and implement a collection development policy covering the selection, acquisition, and management of stock in all formats, including electronic. This policy will cover popular lending materials for children and adults, research stock, local studies materials, stock in Gaelic and other languages, and music and multi-media. **begin 2005**

3.2.1 A Resource for Children and Young People

Children who have ready access to books and other reading materials acquire greater literacy and information handling skills than those who do not. Every library in the Cork City Council network must be a resource for children and young people, to foster such skills, and to stimulate and improve the minds and imaginations of young people. In addition to the actions set out below, the Council will review the school libraries service in the light of national policies and initiatives.

"Even the most misfitting child
who's chanced upon the library's worth
sits with the genius of the Earth
and turns the key to the whole world"

Ted Hughes, 'Hear it again' 1997

Key Result:
A structure to support and promote services to children and young people

2 The Council will ensure that staffing provision for services to children & young people is appropriate throughout the service, with responsibility allocated to a professional librarian of appropriate grade for the management and development of services to children and young people in Central Library and the co-ordination of services to children and young people in local libraries. The Council will continually develop the skills of staff working with children & young people. **begin 2005**

3 The Council will develop and implement a code of good practice for staff who work with children. This will be of benefit to both staff and children, and will deal with issues such as physical contact, when a staff member is alone with one child. **begin 2006**

4 The Council will strengthen links with primary and secondary schools and youth organisations, and will regularly liaise with local schools to ensure a two-way flow of information and feedback **2005-2009**

Key Result:
Children's collections which will foster reading and information skills

5 The Council will ensure that funding for services to children & young people is adequate and in particular that at least 33% of spending on stock is allocated to children & young people. **2005-2009**

6 The Council will provide comprehensive and up-to-date stock for children and young people, ensuring that the stock reflects the interests of children, with a more balanced ratio **2005-2009**

3.2 Acmhainn do Chách

I gcroílár na seirbhíse leabharlainne tá a cuid acmhainní – leabhair, dlúthdhioscaí, DVDanna agus ábhair eile, acmhainní ar líne, gníomhaíochtaí agus cláir leanúnachta. Tá sé riachtanach go mbeadh caiteachas ar acmhainní dírithe ar fíor-riachtanais na ndaoine ar a bhfreastalaimid, ag cinntiú go soláthraimid an leabhar ceart nó ábhar eile don duine ceart ag an am ceart.

**Príomhthoradh:
Forbairt bhailiúcháin chomhtháite agus chuimsitheach**

1	Ullmhóidh an Chomhairle polasaí forbartha bailiúcháin agus cuirfidh sí i bhfeidhm é rud a chlúdóidh stoc a roghnú, a fháil isteach agus a bhainistiú i ngach formáid, lena n-áirítear go leictreonach. Clúdóidh an polasaí sin ábhair a thugtar ar iasacht go minic do leanaí agus do dhaoine fásta, taighde ar stoc, ábhair ar léann áitiúil, stoc i nGaeilge agus i dteangacha eile, agus ceol agus ilmheáin.	**ag tosnú 2005**

3.2.1 Acmhainn do Leanaí agus do Dhaoine Óga

Bíonn scileanna láimhseála eolais agus litearthachta níos mó ag leanaí a mbíonn rochtain thapa acu ar leabhair agus ar ábhair léitheoireachta eile ná leanaí nach mbíonn an rochtain sin acu. Ba chóir go mbeadh gach leabharlann i líonra Chomhairle Cathrach Chorcaí mar acmhainn do leanaí agus do dhaoine óga, chun scileanna mar sin a chothú, agus chun intinn agus samhlaíocht na ndaoine óga a spreagadh agus a fheabhsú. Chomh maith leis na gnímh atá leagtha amach thíos, déanfaidh an Chomhairle athbhreithniú ar sheirbhís leabharlann na scoile ag cur polasaithe agus tionscnaimh náisiúnta san áireamh.

**Príomhthoradh:
Struchtúr i bhfeidhm chun tacaíocht a thabhairt do sheirbhísí do leanaí agus do dhaoine óga agus iad a chur chun cinn**

2	Cinnteoidh an Chomhairle go mbeidh an soláthar foirne i gcás seirbhísí do leanaí agus do dhaoine óga oiriúnach ar fud na seirbhíse go léir, agus glacfaidh leabharlannaí gairmiúil leis an ngrád cuí freagracht as seirbhísí do leanaí agus do dhaoine óga a bhainistiú agus a fhorbairt sa Lárleabharlann agus chun seirbhísí do leanaí agus do dhaoine óga a chomhordú i leabharlanna áitiúla. Déanfaidh an Chomhairle forbairt leanúnach ar scileanna foirne a bhíonn ag obair le leanaí agus le daoine óga.	**ag tosnú 2005**
3	Forbróidh an Chomhairle cód deáchleachtais d'fhoireann a bhíonn ag obair le leanaí agus feidhmeoidh sí é. Bainfidh an fhoireann agus leanaí tairbhe as sin, agus déileálfar le saincheisteanna mar theagmháil fisiciúil, sa chás go mbíonn ball foirne ina aonar/haonar le leanbh amháin.	**ag tosnú 2006**
4	Láidreoidh an Chomhairle nascanna le bunscoileanna agus le meánscoileanna agus le heagraíochtaí óige, agus beidh idirchaidreamh rialta aici le scoileanna áitiúla lena chinntiú go mbeidh eolas dé-threo agus aiseolas ag imeacht i gcónaí.	**2005-2009**

**Príomhthoradh:
Bailiúcháin do leanaí a chothóidh scileanna léitheoireachta agus eolais**

5	Cinnteoidh an Chomhairle go mbeidh maoiniú le haghaidh seirbhísí do leanaí agus do dhaoine óga oiriúnach agus go leithdháilfear ar a laghad 33% den chaiteachas ar stoc ar leanaí agus ar dhaoine óga.	**2005-2009**
6	Soláthróidh an Chomhairle stoc cuimsitheach a bheidh cothrom le dáta do leanaí agus do dhaoine óga, lena chinntiú go léiriú a bheidh sa stoc ar spéiseanna na leanaí, le cóimheas níos cothroime idir stoc acadúil agus caitheamh aimsire/spéis ghinearálta; stoc níos idirghníomhaí do leanaí le húsáid ar ríomhairí, sa leabharlann agus sa mbaile; breis cóipeanna de na leabhair is mó díol do leanaí; ionchur níos mó a bheith ag an bhfoireann a oibríonn le leanaí ó thaobh stoc a roghnú do leanaí.	**2005-2009**

between academic and leisure/general-interest stock; more interactive stock for children for use on PCs, both in the library and at home; more copies of children's bestsellers; more input into stock selection by staff working with children.

7 The Council will greatly improve the manner in which children's libraries are furnished and collections displayed: **begin 2005 Tory Top**

- we will make the children's area in each library as attractive as possible, with space for homework, games, etc.; provide furniture which is ergonomically compatible with children's needs from pre-school to teens; murals of cartoon characters to make library attractive, etc.;
- we will display children's stock more attractively, e.g. using categorization; small catalogues/lists recommending authors for different categories of books, e.g., crime, thriller, adventure, etc.

Key Result:
Activities which will nourish children's imaginations

8 The Council will continue to develop and enhance the annual Children's Book Festival, and will continue to develop and enhance programmes to promote reading and the development of reading skills, e.g. book clubs, reading trees, quizzes, increase in story-times, creative writing workshops, activities for children with special needs such as arts & crafts for autistic children, etc. **2005-2009**

9 The Council will organise more educational activities for children, and more activities geared for both parents and children together, with parents encouraged to take part in their child's visit to the library, thus fostering more productive relationships between library users and libraries. **begin 2005**

10 The Council will strengthen relationships between library staff and the City Council Arts Office and Public Museum, and develop contacts with community groups, keeping them well informed of what is available in the library. **2005-2009**

Key Result:
Resources and activities relevant to young adults

11 The Council will greatly develop services to teenagers and young adults; we will **begin 2005 Tory Top**

- provide collections in all libraries specially geared to the needs and interests of young adults, including multi-media materials, magazines etc.;
- organise special programmes designed to appeal to teenagers, e.g. computer game events to attract younger teenagers, chess, music and literary quizzes, video making, etc.

> *"Libraries gave us power"*
>
> Manic Street Preachers

3.2.2 A Resource for Information and Learning

The library service has a unique role to play in serving the learning city, providing educational materials, programmes and activities to support both formal and informal learning. The library will also provide materials for reading and information, relevant to the way people lead their lives in the 21st century.

Key Result:
Reference, information, and non-fiction collections for the lives we live today

12 The Council will provide an up-to-date and comprehensive reference and information service; we will **2005-2009**

- develop reference resources in Central Library and other libraries as centres of excellence for up-to-date information on key issues affecting people's lives, so that the information

7	Feabhsóidh an Chomhairle go mór an bealach a mbíonn an troscán leagtha amach i leabharlanna leanaí agus an bealach a dtaispeántar bailiúcháin: • beidh limistéar na leanaí i ngach leabharlann chomh tarraingteach agus is féidir, le spás i gcomhair obairbhaile, cluichí, srl; troscán a chur ar fáil a thiocfaidh go heirgeanamaíoch le riachtanais leanaí ó aois réamhscoile go mbeidh siad ina ndéagóirí; go mbeidh múrmhaisithe de charachtair cartún sa leabharlann chun go mbreathnóidh an áit go deas, srl; • beidh stoc na leanaí curtha ar taispeáint ar bhealach níos deise, m.sh ag baint úsáide as catagóiriú; catalógaí beaga/liostaí ag moladh údair i gcás catagóirí difriúla leabhar, m.sh., coiriúil, scéinséir, eachtraíocht, srl.	**ag tosnú 2005 L. na mBuaircíní**

Príomhthoradh:
Gníomhaíochtaí a chothóidh samhlaíocht na leanaí

8	Leanfaidh an Chomhairle ag forbairt agus ag cur leis an bhFéile Leabhar do Leanaí a bhíonn ar siúl go bliantúil, agus leanfaidh sí ag forbairt agus ag cur le cláir chun léitheoireacht a chur chun cinn agus chun forbairt scileanna léitheoireachta a chur chun cinn, m.sh, clubanna leabhar, crainn léitheoireachta, tráthanna na gceist, amanna léitheoireachta a mhéadú, ceardlanna i gcás scríbhneoireachta cruthaí, gníomhaíochtaí do leanaí le riachtanais speisialta mar na healaíona agus ceardaíocht do leanaí atá uathach , srl.	**2005-2009**
9	Eagróidh an Chomhairle breis ghníomhaíochtaí oideachasúla do leanaí, agus breis ghníomhaíochtaí a bheidh dírithe ar thuismitheoirí agus ar leanaí le chéile, agus spreagfar tuismitheoirí chun páirt a ghlacadh sa chuairt a thabharfaidh a gcuid leanaí ar an leabharlann, rud a chothóidh caidreamh níos torthúla idir daoine a úsáideann na leabharlanna agus na leabharlanna iad féin.	**ag tosnú 2005**
10	Láidreoidh an Chomhairle an caidreamh idir foireann na leabharlainne agus Oifig Ealaíon na Comhairle Cathrach agus an Mhúsaem Phoiblí, agus forbrófar teagmhálacha le grúpaí pobail, agus coinneofar ar an eolas iad maidir le cad a bheidh ar fáil sa leabharlann.	**2005-2009**

Príomhthoradh:
Acmhainní agus gníomhaíochtaí a bheidh oiriúnach do dhaoine óga

11	Déanfaidh an Chomhairle forbairt mhór ar sheirbhísí do dhéagóirí agus do dhaoine óga; tá sé i gceist againn • bailiúcháin a chur ar fáil i ngach leabharlann a bheidh dírithe go speisialta ar riachtanais agus ar leasa dhaoine óga, lena n-áirítear ábhair ilmheáin, irisí srl; • eagrófar cláir speisialta a bheidh leagtha amach chun dul i gcion ar dhéagóirí, m.sh. imeachtaí cluichí ríomhaireachta chun déagóirí níos óige a mhealladh, ficheall, tráth na gceisteanna litearthachta agus ceoil, déanamh físeán, srl.	**ag tosnú 2005 L. na mBuaircíní**

3.2.2 Acmhainn le haghaidh Eolas agus Foghlaim

Tá ról sainiúil ag an tseirbhís leabharlainne ó thaobh freastal ar an gcathair fhoghlama, ag soláthar ábhar oideachasúil, cláir agus gníomhaíochtaí chun tacú le foghlaim fhoirmiúil agus le foghlaim neamhfhoirmiúil. Soláthróidh an leabharlann ábhair le haghaidh léitheoireachta agus le haghaidh eolais freisin, a thiocfaidh leis an saghas saoil atá ag daoine sa 21ú haois.

Príomhthoradh:
Bailiúcháin thagartha, eolais agus neamh-scéalta don saol ina mhairimid inniu

12	Soláthróidh an Chomhairle seirbhís thagartha agus eolais a bheidh cothrom le dáta agus cuimsitheach; tá sé i gceist againn	**2005-2009**

needs of the city can be comprehensively met;
- develop libraries as gateways to the information society and to the vast range of information in all formats which impacts on people's lives.

13 The Council will, in particular, provide **2005-2009**
- information to support business and economic development, particularly at Central Library;
- a much enhanced community information service, including information on taxation, careers, social welfare entitlements, housing etc.;
- up-to-date and comprehensive community health information, where appropriate in co-operation with the relevant health agencies;
- information on local authority, central government, EU, and other public bodies, including official publications.

14 The Council will provide up-to-date and comprehensive collections of non-fiction books, educational and leisure DVDs and other resources for general reading, for study, and for hobbies and recreation. **2005-2009**

Lifelong learning is a process which encompasses both formal (structured classes and courses) and informal (self-directed) learning for persons aged 12 years and upwards, and lasts throughout our lives. The Library will largely focus on informal learning and offer:
- a learning space: an accessible, community-oriented, open, welcoming, and non-judgemental environment;
- a supportive environment with good facilities;
- learning resources: book, non-book and ICT-related materials and resources;
- skilled and helpful staff.

Key Result: Libraries: a cornerstone of the learning city

15 The Council will directly provide learning resources; we will **2005-2009**
- provide PCs and learning resources for persons enhancing their ICT skills;
- provide space for and, where appropriate, organise workshops, lectures, etc.;
- provide resources for literacy students and their tutors;
- provide language-learning resources;
- provide resources for social inclusion initiatives for all socially excluded groups;
- review the benefits of accreditation for library run courses from FETAC, VEC or our own certification.

16 The Council will support learning initiatives; we will **2005-2009**
- provide student support for both post-primary and third-level students engaged in course work, involving the provision of study facilities for people using library resources, space for homework clubs, ICT facilities, and related supports where possible;
- support the provision of formal classes, in association with education providers, including post-literacy work, Basic English for immigrants and refugees, creative writing etc.;
- develop libraries as learning resource centres, with each library facilitating self-directed learning, including language learning;
- support distance learning, e.g. the Open University or other formal education programmes.

17 The Council will co-operate with state and community agencies involved in lifelong learning; we will **2005-2009**
- strengthen partnerships with the VEC, City Development Board, City Partnership, and community and continuing education structures generally;
- work with community education groups such as family resource centres at local level.

Cork City Council will develop the Local Studies department into a centre for local and regional studies which will be the collective memory of Cork:

- acmhainní tagartha a fhorbairt sa Lárleabharlann agus i leabharlanna eile a bheidh mar shárionaid chun eolas cothrom le dáta a fháil ar phríomhsaincheisteanna a bhaineann le saol daoine, ionas go ndéanfar freastal cuimsitheach ar riachtanais eolais mhuintir na cathrach;
- leabharlanna a fhorbairt mar gheataí chuig sochaí an eolais agus chuig an réimse leathan eolais i ngach formáid a mbíonn tionchar aige ar shaol daoine.

13 Soláthróidh an Chomhairle, go háirithe, iad seo a leanas **2005-2009**
- eolas chun tacú le forbairt ghnó agus forbairt eacnamúil, go háirithe ag an Lárleabharlann;
- seirbhís eolais pobail níos fearr, lena n-áirítear eolas ar chánachas, gairmeacha beatha, teidlíochtaí leasa shóisialaigh, tithíocht srl;
- eolas sláinte pobail a bheidh cothrom le dáta agus cuimsitheach, agus nuair is féidir sin a dhéanamh i gcomhair leis na gníomhaireachtaí sláinte cuí;
- eolas ar an údarás áitiúil, ar an rialtas láir, ar an AE agus ar chomhlachtaí poiblí eile, lena n-áirítear foilseacháin oifigiúla.

14 Soláthróidh an Chomhairle bailiúcháin leabhar neamh-scéalta a bheidh cothrom le dáta agus cuimsitheach, chomh maith le DVDanna oideachasúla agus caitheamh aimsire agus acmhainní eile le haghaidh léitheoireachta ginearálta, le haghaidh staidéir agus le haghaidh caitheamh aimsire agus fóillíochta. **2005-2009**

Is próiseas í an fhoghlaim ar feadh an tsaoil a bhfuil foghlaim fhoirmiúil (ranganna agus cúrsaí struchtúrtha) agus foghlaim neamhfhoirmiúil (féin-threoraithe) mar chuid de do dhaoine atá dhá bhliain déag agus os a chionn, agus foghlaim a leanann ar feadh a saol go léir. Díreoidh an Leabharlann go mór mór ar fhoghlaim neamhfhoirmiúil agus cuirfidh sí iad seo a leanas ar fáil:
- spás foghlamtha: timpeallacht inrochtaine, a bheidh dírithe ar an bpobal, timpeallacht oscailte, fháilteach agus áit nach dtabharfar breithiúnas ar an duine;
- timpeallacht thacúil le saoráidí maithe;
- acmhainní foghlama: ábhair agus acmhainní leabhar, neamh-leabhar agus ábhair a bhaineann le ICT;
- foireann oillte agus chuiditheach.

Príomhthoradh:
Leabharlanna: cuid thábhachtach den chathair fhoghlama

15 Soláthróidh an Chomhairle acmhainní foghlama go díreach; tá sé i gceist againn **2005-2009**
- ríomhairí agus acmhainní foghlama a chur ar fáil do dhaoine atá ag feabhsú a gcuid scileanna ICT;
- spás a sholáthar do cheardlanna, léachtanna, srl. agus nuair is cuí, iad a eagrú;
- acmhainní a sholáthar do mhic léinn litearthachta agus a gcuid teagascóirí;
- acmhainní foghlama-teanga a sholáthar;
- acmhainní a sholáthar i gcás tionscnamh uilechuimsitheachta sóisialta do ghrúpaí atá eisiata go sóisialta;
- athbhreithniú a dhéanamh ar na buntáistí atá le creidiúnú i gcás cúrsaí FETAC, CGO nó teastasú dá gcuid féin a reachtáltar sa leabharlann.

16 Tacóidh an Chomhairle le tionscnaimh tacaíochta foghlama; tá sé i gceist againn **2005-2009**
- tacaíocht a chur ar fáil do mhic léinn iarbhunoideachais agus do mhic léinn tríú leibhéal a bhíonn ag gabháil d'obair chúrsa, ina mbeidh soláthar ar shaoráidí léann do dhaoine a bhaineann úsáid as acmhainní leabharlainne, spás le haghaidh clubanna obair bhaile, saoráidí ICT, agus tacaithe bainteacha nuair is cuí;
- tacaíocht a thabhairt do sholáthar ranganna foirmiúla, i gcomhair le soláthróirí oideachais, lena n-áirítear obair iar-litearthachta, Béarla Bunúsach d'inimircigh agus do dhaoine gan dídean, scríbhneoireacht chruthaíoch, srl;
- leabharlanna a fhorbairt mar ionaid acmhainní foghlama, agus gach leabharlann ag déanamh éascaíochta ar fhoghlaim féin-threoraithe, lena n-áirítear foghlaim teanga;
- tacaíocht a thabhairt don chianfhoghlaim, m.sh an Ollscoil Oscailte nó cláir oideachais foirmiúla eile.

1) comprehensively collecting and making available the recorded heritage of the city and region; and
2) acting as a centre for local studies, energetically promoting the resources and the study of local history and culture.

Key Result:
Local studies: achieving its potential as the collective memory of Cork

18 The Council will, in its role of collecting and making available Cork's recorded heritage **2005-2009**
- continue to comprehensively collect all relevant local material in all formats - books, journals, newspapers, audio-visual materials, pamphlets, photographs, and ephemera - and catalogue and index them to the highest standard;
- provide a professional quality of service to scholars, students and general users, and develop the range of finding aids to assist all users to use the local studies collection to its full potential;
- build on the work already done in digitization (see Action 41) to make unique local studies content available via the web, and continue to update the Libraries' local studies website content;
- assist users doing family history research;
- ensure that all materials are preserved in the best possible condition, and handled appropriately.

19 The Council will, to promote local studies **begin 2005**
- put in place a strategy to promote the Local Studies collection in response to the huge increase in interest in the history and heritage of Cork, involving e.g. an exhibition programme, media coverage, better signage, a lecture series and visits by local history groups;
- assist local libraries to build up a collection of files on local studies subjects of interest to students and general users;
- encourage children and young people to make fruitful use of the Local Studies collection, in view of the increasing importance of local history on the school curriculum; strengthen links with history teachers, and local history and heritage societies.

3.2.3 A Resource for Culture and the Imagination

Cork City Council will foster a culture in which reading, creative writing and access to and participation in creative expression can flourish. The Council will make full use of the opportunities offered by Cork 2005 and build on them to create a long-term legacy for libraries as the key strand in the cultural life of the city. Each library needs a multi-purpose space for talks, readings, music and other recitals; the Council will ensure that each new library building will have such a space, and in the case of the proposed new Central Library, provide a multi-purpose performance space seating ca 150 people.

Key Result:
Greater interest in reading, literature and books

20 The Council will develop a range of programmes to encourage a reading culture in the city: we will **begin 2006**
- implement reader development programmes, in tandem with author visits and creative writing programmes;
- prepare and display simple guides to fiction authors, categorized by genre, in all libraries;
- facilitate staff with expertise in particular areas to help with book selection in those areas;
- encourage the public to make suggestions for purchase (e.g. via suggestion forms and online);
- include a list of recent popular additions to stock in our weekly column in the local media.

21 The Council will improve stock management to encourage and facilitate borrowing and reading: we will **begin 2006**

17 Comhoibreoidh an Chomhairle le gníomhaireachtaí stáit agus pobail a mbeidh baint acu le foghlaim ar feadh an tsaoil; tá sé i gceist againn **2005-2009**
- comhpháirtíochtaí a láidriú leis an CGO, le Bord Forbartha na Cathrach, le Comhpháirtíocht na Cathrach agus le struchtúir pobail agus oideachais leanúnach tríd is tríd;
- oibriú le grúpaí oideachais pobail mar ionaid acmhainní teaghlaigh ag an leibhéal áitiúil.

Forbróidh Comhairle Cathrach Chorcaí roinn an Léann Áitiúil mar ionad chun léann áitiúil agus réigiúnach a dhéanamh a bheidh mar chuimhne chomhchoitianta Chorcaí:
1) bailiú cuimsitheach a dhéanamh ar oidhreacht thaifeadta na cathrach agus an réigiúin agus é a chur ar fáil; agus
2) gníomhú mar ionad léann áitiúil, ag cur acmhainní chun cinn agus léann ar stair áitiúil agus an cultúr áitiúil.

Príomhthoradh:
Léann áitiúil: an cumas a bhaint amach mar chuimhne chomhchoitianta Chorcaí

18 Tá sé i gceist ag an gComhairle, ina ról ag bailiú oidhreacht thaifeadta Chorcaí, agus á cur ar fáil iad seo a leanas a dhéanamh **2005-2009**
- leanúint ag bailiú gach ábhar áitiúil cuí go cuimsitheach i ngach formáide – leabhair, irisí, nuachtáin, ábhair chlosamhairc, paimfléid, grianghraif, agus mionábhair mar thicéid agus póstaeir – agus iad a chur i gcatalóg agus innéacs d'ardchaighdeán a dhéanamh díobh;
- caighdeán seirbhíse gairmiúil a sholáthar do scoláirí, do mhic léinn agus d'úsáideoirí ginearálta, agus an réimse saoráidí aimsithe a fhorbairt chun cabhrú le gach úsáideora feidhm agus leas iomlán a bhaint as an mbailiúchán léann áitiúil;
- cur leis an obair atá déanta cheana féin ar dhigitiú (féach Gníomh 41) chun an t-ábhar léann áitiúil sainiúil a chur ar fáil tríd an líonra, agus leanúint ag tabhairt ábhar láithreáin ghréasáin léann áitiúil na Leabharlainne cothrom le dáta;
- cabhrú le húsáideoirí a bhíonn ag déanamh taighde ar stair an teaghlaigh;
- a chinntiú go gcoinnítear sa riocht is fearr gach ábhar, agus go láimhsítear go cuí é.

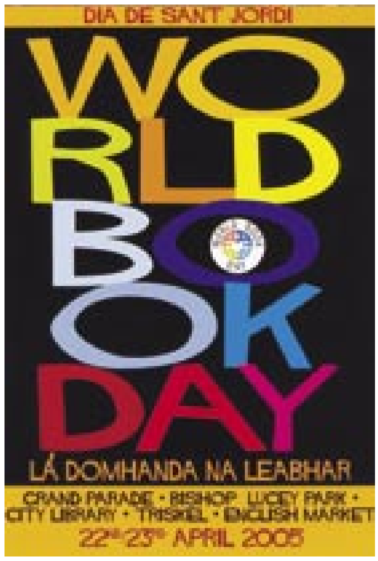
19 Tá sé i gceist ag an gComhairle, iad seo a leanas a dhéanamh, chun léann áitiúil a chur chun cinn **ag tosnú 2005**
- straitéis a chur i bhfeidhm chun an bailiúchán Léann Áitiúil a chur chun cinn mar fhreagra ar an méadú thar cuimse atá tagtha ar an spéis atá i stair agus in oidhreacht Chorcaí, ina mbeidh m.sh clár taispeántais, clúdach ag na meáin, comharthaíocht níos fearr, sraith léachtanna agus cuairteanna ag grúpaí staire áitiúil;
- cúnamh a thabhairt do leabharlanna áitiúla chun bailiúchán comhad a chur le chéile ar ábhair a bhaineann le léann áitiúil a mbeadh spéis ag mic léinn agus ag úsáideoirí tríd is tríd iontu;
- leanaí agus daoine óga a spreagadh chun úsáid mhaith a bhaint as an mbailiúchán Léann Áitiúil, ag teacht leis an tábhacht atá ag dul i méid maidir le stair áitiúil ar an gcuraclam scoile;
- nascanna a láidriú le múinteoirí staire, agus le cumainn staire agus oidhreachta áitiúla.

3.2.3 Acmhainn don Chultúr agus don tSamhlaíocht

Cothóidh Comhairle Cathrach Chorcaí cultúr ina dtiocfaidh borradh faoi léitheoireacht agus faoi scríbhneoireacht chruthaíoch agus cultúr ina mbeidh borradh faoin rochtain ar thuairimíocht chruthaíoch agus rannpháirtíocht inti. Bainfidh an Chomhairle leas iomlán as na deiseanna a chuireann Corcaigh 2005 ar fáil agus cuirfidh sí leis na deiseanna sin chun oidhreacht fhadthéarmach a chruthú do leabharlanna mar phríomhshnáithe i saol cultúrtha na cathrach. Teastaíonn spás ilchuspóra ó gach leabharlann i gcomhair cainteanna, léitheoireachtaí, ceol agus cleachtaí eile; cinnteoidh an Chomhairle go mbeidh spás den tsórt sin i ngach foirgneamh nua leabharlainne, agus i gcás na Lárleabharlainne nua atá beartaithe, soláthrófar spás léiriúcháin ilchuspóra ina mbeidh áit suite ag c. 150 duine.

- review the practice of allowing borrowers to keep very popular books for one week only;
- display stock in more attractive and user-friendly ways;
- fine-tune the exchange of stock between branches;
- provide secure returns boxes at all libraries to accommodate borrowers whose work and other commitments make it difficult for them to get to the libraries during normal opening hours.

22 The Council will increase the number of modern novels available in major European languages to reflect the greater cultural diversity of the city; provide periodicals and newspapers in major European languages and in other relevant languages, using the internet to gain access to material in other languages. **begin 2006**



Key Result:
Each library is a cultural centre for its area

23 The Council will take steps to ensure that all libraries will be able to host exhibitions and other events; the Council will consider the benefits of having a post of responsibility for the organization and co-ordination of cultural events. **begin 2006**

24 The Council will greatly expand the range of activities for adults in libraries: e.g. series of talks, workshops on painting, creative writing, playing musical instruments, etc.; provide increased space for posters, which will be both a useful and colourful addition to each library and will encourage the vibrant 'poster' culture in Cork; invite groups promoting the learning of foreign languages to stage events in libraries. **begin 2006**

25 The Council will, in partnership with the National Sculpture Factory and Triskel Arts Centre, develop an artists' resource room in the Central Library, and will develop visual arts collections generally, as a step towards the much enhanced visual arts element of the proposed new Central Library. **begin 2005**

26 The Council will consider the benefits of offering a prize to encourage and acknowledge new writing from the region, whether fiction or non-fiction. **2006**

Key Result:
Each library nourishing the Gaelic language and culture

27 The Council will foster Gaelic language and culture; we will **2005-2009**

- encourage and facilitate instruction / refresher courses for staff in conversational Gaelic in order to provide staff competent in the language in each library;
- develop our Gaelic language collections, including language-learning packs, with special emphasis on Munster canúint;
- make special efforts to develop children's stock, and to encourage reading in Gaelic by younger children;
- facilitate Gaelic language classes for the public;
- develop further the Ciorcal Comhrá groups, encourage the establishment of Gaelic language book clubs, and invite well-known figures to give talks in Gaelic to promote the language;
- ensure that library signage and promotional materials will be attractive and bilingual.

"Ár dteanga, ár dúchas, an Ghaeilge gan amhras - why the language is important to me"

Seán Óg Ó hAilpín, Captaen Foireann Iomána Chorcaí

Príomhthoradh:
Spéis níos mó i léitheoireacht, i litríocht agus i leabhair

20 Forbróidh an Chomhairle réimse clár chun cultúr léitheoireachta a spreagadh sa chathair: tá sé i gceist againn **ag tosnú 2006**
- cláir fhorbartha a chur i bhfeidhm do léitheoirí, ag teacht le cuairteanna údar agus cláir scríbhneoireachta chruthaíoch;
- treoir shimplí a ullmhú agus a chur ar taispeáint maidir le húdair ficsean, a bheidh i gcatagóir de réir aicme, i ngach leabharlann;
- éascaíocht a dhéanamh d'fhoireann a bhfuil saineolas acu i réimsí áirithe chun cuidiú le roghnú leabhar sna réimsí sin;
- an pobal a spreagadh chun moltaí a dhéanamh maidir le ceannach (m.sh. trí fhoirmeacha moltaí agus ar líne);
- liosta a dhéanamh de leabhair a cuireadh leis an stoc le déanaí inár gcolún seachtainiúil sna meáin áitiúla.

21 Feabhsóidh an Chomhairle bainistíocht stoc chun daoine a spreagadh leabhair a thógaint ar iasacht agus a léamh agus é sin a éascú: tá sé i gceist againn **ag tosnú 2006**
- athbhreithniú a dhéanamh ar an gcleachtas nach gceadaítear do dhaoine leabhair a mbíonn an-tóir orthu a thabhairt ar iasacht ach ar feadh seachtaine amháin;
- stoc a chur ar taispeáint ar bhealaí atá níos tarraingtí agus níos éasca le húsáid;
- mion-choigeartú a dhéanamh ar mhalartú stoc idir brainsí;
- boscaí sábháilte a sholáthar chun leabhair a thabhairt ar ais chun freastal ar dhaoine a thugann leabhair leo ar iasacht agus a mbíonn deacrachtaí acu de bharr cúrsaí oibre agus cúrsaí eile dul chuig an leabharlann le linn ghnáth uaireanta oscailte.

22 Méadóidh an Chomhairle an líon úrscéalta nua-aimseartha a bheidh ar fáil i mórtheangacha na hEorpa chun éagsúlacht mhór chultúrtha na cathrach a léiriú; soláthrófar tréimhseacháin agus nuachtáin i mórtheangacha na hEorpa agus i dteangacha eile cuí, ag baint úsáide as an idirlíon chun rochtain a fháil ar ábhar i dteangacha eile. **ag tosnú 2006**

Príomhthoradh:
Gach leabharlann mar ionad cultúrtha dá ceantar féin

23 Glacfaidh an Chomhairle céimeanna lena chinntiú go mbeidh gach leabharlann in ann taispeántais agus imeachtaí eile a chur ar siúl; smaoineoidh an Chomhairle ar na buntáistí a bhainfeadh le post freagrachta a bheith ag duine ó thaobh imeachtaí cultúrtha a eagrú agus a chomhordú. **ag tosnú 2006**

24 Leathnóidh an Chomhairle go mór an réimse gníomhaíochtaí do dhaoine fásta sa leabharlann: m.sh. sraith cainteanna, ceardlanna ar phéintéireacht, scríbhneoireacht chruthaíoch, uirlisí ceoil a sheinm, srl; spás níos mó a chur ar fáil do phóstaeir, a bheidh úsáideach do gach leabharlann agus a chuirfidh beocht san áit le dathanna agus spreagfaidh sé freisin an cultúr 'póstaer' atá bríomhar i gCorcaigh; cuireadh a thabhairt do ghrúpaí a bheidh ag iarraidh foghlaim teangacha eachtrannacha a chur chun cinn chun imeachtaí a reachtáil i leabharlanna. **ag tosnú 2006**

25 Forbróidh an Chomhairle, i gcomhpháirtíocht leis an Monarcha Dealbhadóireachta Náisiúnta agus le hIonad Ealaíon Triskel, seomra acmhainní d'ealaíontóirí sa Lárleabharlann agus forbrófar bailiúcháin Na hAmharcealaíona tríd is tríd, mar chéim i dtreo ghnéith níos forbartha de na hamharcealaíona a bheith sa Lárleabharlann nua atá beartaithe. **ag tosnú 2005**

26 Scrúdóidh an Chomhairle na buntáistí a bhainfeadh le duais a thairiscint chun scríbhneoireacht nua a spreagadh agus chun aitheantas a thabhairt do scríbhneoireacht nua ón réigiún, bíodh sí ina scríbhneoireacht úrscéalta nó neamh-scéalta. **2006**

The Rory Gallagher Music Library is one of the best appreciated services provided by Cork City Council. While in the shorter term there are physical constraints on the extent to which the service can be developed, all of the actions below are designed to prepare for the music library in the proposed new Central Library (see Action 36).

Key Result:
Music library service of international standard

28 The Council will continue to develop the Rory Gallagher Music Library; we will **2005-2009**
- investigate ways of integrating music books with the CDs in the music library, and the possibility of developing more listening and viewing facilities;
- organise a more extensive range of exhibitions;
- invite musicians from all genres of music to give workshops on a regular basis, on relevant subject areas, with separate strands for adults, children and young adults;
- forge closer links with the organizers of the major music festivals held in the city such as the Choral, Folk, and Jazz festivals;
- develop the music element of the Libraries' website to give detailed information on collections of printed and recorded material, music recitals, gramophone recitals, lectures and other events, and other information about music in the Cork region.

29 The Council will develop a Cork local music archive as a joint Music Library / Local Studies initiative covering printed and recorded music in all genres. **begin 2006**

30 The Council will develop music initiatives for children; we will **begin 2006**
- promote recordings of music for children such as films, musicals, and classical music;
- consider the benefits of lending instruments;
- forge greater links with primary and post primary teachers to encourage use of the music library as a resource for the teaching of music.

31 The Council will provide a selection of music CDs, tapes, DVDs, etc. in each library in the network. **begin 2005**

These actions are discussed in greater detail on www.corkcitylibraries.ie/

The new Library at Tory Top Road during Construction.

Príomhthoradh:
Gach leabharlann ag cothú na Gaeilge agus an chultúir Ghaelaigh

27 Cothóidh an Chomhairle an Ghaeilge agus an cultúr Gaelach, tá sé i gceist againn **2005-2009**

- cúrsaí athnuachana teanga a éascú don fhoireann i nGaeilge labhartha ionas go mbeidh foireann le hábaltacht sa Ghaeilge i ngach leabharlann;
- ár mbailiúchán Gaeilge a fhorbairt, lena n-áirítear pacáistí foghlama-teanga, le béim speisialta ar chanúint na Mumhan;
- iarrachtaí speisialta a dhéanamh ó thaobh stoc leanaí a fhorbairt, agus léitheoireacht Ghaeilge a spreagadh i measc leanaí óga;
- ranganna teanga Gaeilge a éascú don phobal;
- breis forbartha a dhéanamh ar na grúpaí Ciorcal Comhrá, bunú clubanna leabhar Gaeilge a spreagadh, agus cuireadh a thabhairt do dhaoine aitheanta cainteanna a thabhairt i nGaeilge chun an teanga a chur chun cinn;
- a chinntiú go mbeidh comharthaí na leabharlainne agus ábhair chur chun cinn tarraingteach agus dátheangach.

Is í Leabharlann Cheoil Rory Gallagher ceann de na seirbhísí is fearr a chuireann Comhairle Cathrach Chorcaí ar fáil. Cé go bhfuil bacanna fisiciúla sa ghearrthéarmach ar chomh mór agus is féidir an tseirbhís a fhorbairt, tá na gnímh thíos ar fad leagtha amach chun réiteach don leabharlann cheoil sa Lárleabharlann nua atá beartaithe (féach Gníomh 36).

Príomhthoradh:
Seirbhís leabharlainne ceoil ar chaighdeán idirnáisiúnta

28 Leanfaidh an Chomhairle ag forbairt Leabharlann Cheoil Rory Gallagher, tá sé i gceist againn **2005-2009**

- slite chun leabhair cheoil a lánpháirtiú leis na dlúthdhioscaí sa leabharlann ceoil, agus an deis a d'fhéadfadh a bheith ann breis saoráidí amhairc agus éisteachta a fhorbairt;
- réimse taispeántas níos leithne a eagrú;
- cuireadh a thabhairt do cheoltóirí as gach réimse ceoil ceardlanna a thabhairt ar bhonn rialta, ar réimsí ábhar cuí, le snáithe ar leithligh do dhaoine fásta, do leanaí agus do dhaoine óga;
- nascanna níos daingne a bhunú le lucht eagrúcháin na bhféilte ceoil ollmhór, a bhíonn ar siúl sa chathair mar fhéilte Córúil, Tíre, agus Snagcheoil;
- an ghné cheolmhar de láithreán gréasáin na Leabharlann a fhorbairt chun eolas sonrach a thabhairt ar bhailiúcháin d'ábhar priontáilte agus taifeadta, de réamhaithrisí ceoil, de réamhaithrisí gramafón, de léachtanna agus d'imeachtaí eile, agus eolas eile faoi cheol i réigiún Chorcaí.

29 Forbróidh an Chomhairle cartlann de cheol áitiúil Chorcaí mar chomhthionscnamh Leabharlainne Ceoil/Léann Áitiúil ag clúdach ceol priontáilte agus taifeadta i ngach réimse. **ag tosnú 2006**

30 Forbróidh an Chomhairle tionscnaimh cheoil do leanaí; tá sé i gceist againn **ag tosnú 2006**

- taifid cheoil do leanaí a chur chun cinn mar scannáin, ceoldhrámaí agus ceol clasaiceach;
- na buntáistí a bhainfeadh le huirlisí a thabhairt ar iasacht a bhreithniú;
- nascanna níos daingne a bhunú le múinteoirí bunscoile agus iarbhunoideachais chun úsáid na leabharlainne ceoil a spreagadh mar acmhainn chun ceol a mhúineadh.

31 Soláthróidh an Chomhairle rogha Dlúthdhioscaí ceoil, téipeanna, DVDanna, srl. i ngach leabharlann sa líonra. **ag tosnú 2005**

Déantar plé níos sonraithe ar na gnímh seo ar www.corkcitylibraries.ie

3.3. Library Infrastructure

3.3.1 Developing Library Infrastructure: new library buildings

At the time of preparation of this plan the new library at Tory Top was nearing completion. This will be a major improvement on the previous facility.

The western suburbs of the city have been badly served over the years, with only a weekly mobile library service for an area of close on 30,000 people. The Council has finalised plans to develop a new library in Bishopstown, and tenders have been sought and received for this project. The Council's next priority, after Bishopstown, is a library to serve the Blackrock and Mahon communities.

The Central Library is no longer adequate in size or in facilities for a city of Cork's population and status, while some of the other service points need to be either replaced, or refurbished to a greater or lesser degree.

Key Result:
New libraries completed and open: Tory Top, Bishopstown and Blackrock-Mahon

32	The Council will complete the construction & fitting out of the new Tory Top Library as early as possible in 2005, with a view to opening to the public in late spring. The Library will be more than 690 M^2 in area, with an all-in cost of €3 million.	**2005**
33	The Council will construct a 1,100 M^2 state of the art library to serve Bishopstown and the western suburbs. The estimated all-in cost is €4.8 million.	**begin 2005**
34	The Council will provide a state of the art library, of ca 1,000 M^2, to serve Mahon, Blackrock and the South East Ward. The Council will consider a number of options to achieve this project, e.g. lease, lease-purchase, capital build.	**begin 2005**

Key Result:
A library multi-purpose van

35	The Council will purchase a multi-purpose van, for the housebound service and deliveries to local libraries. Such vehicles are funded 100% by the Department of the Environment, Heritage & Local Government.	**apply for funding 2005**

Key Result:
New Central Library and better facilities elsewhere

36	The Council will bring forward proposals for a new 21st century Central Library facility of ca. 4,700 m^2 in area. This will be designed to the highest standards, with facilities appropriate to a city of Cork's size and status, and will be a major addition to the public realm of the city centre. Given the likely capital cost this may involve innovative approaches to funding.	**2005-2006**
37	The Council, in partnership with Cork County Council, will review the space and other requirements of Douglas Library, and ensure that the people of this expanding area have a library service appropriate to their needs.	**2005-2006**
38	The Council will undertake a comprehensive review of the needs for library services of the various communities which make up the North Central Ward, and bring forward proposals to meet these needs.	**2006-2007**
39	The Council will review existing facilities in Mayfield and Hollyhill Libraries, and bring forward proposals for enhancements, as appropriate, and will review the need for a mobile library service following the completion of the building programme.	**2006-2007**

3.3. Bonneagar na Leabharlainne

3.3.1 Ag Forbairt Bhonneagair na Leabharlainne: foirgnimh leabharlainne nua

Le linn don phlean seo a bheith á ullmhú bhí an leabharlann nua ar Bhóthar na mBuaircíní beagnach críochnaithe. Is feabhas mór a bheidh anseo ar an tsaoráid a bhí ann roimhe seo.
Níl freastal maith déanta ar bhruachbhailte iarthar na cathrach le blianta anuas, agus gach ann ach seirbhís leabharlainne taistil sheachtainiúil do cheantar ina bhfuil beagnach 30,000 duine. Tá pleananna curtha i gcrích ag an gComhairle chun leabharlann nua a fhorbairt i mBaile an Easpaig, agus tá tairiscintí lorgtha agus faighte don tionscadal sin. Is é an chéad thosaíocht eile atá ag an gComhairle, i ndiaidh Bhaile an Easpaig, leabharlann le freastal ar na pobail sa Charraigh Dhubh agus sa Mhachain.

Níl an Lárleabharlann sách mór níos mó agus níl dóthain saoráidí innti chun freastal ar chathair le daonra agus stádas chomh mór le cathair Chorcaí, agus caithfear fáil réidh le cuid de na pointí seirbhíse eile agus cinn nua a chur ina n-áit, nó caithfear athchóiriú a bheag nó a mhór a dhéanamh orthu.

Príomhthoradh:
Leabharlanna nua curtha i gcrích agus oscailte: Bóthar na mBuaircíní, Baile an Easpaig agus An Charraig Dhubh-Machain

32	Tabharfaidh an Chomhairle tógáil agus feistiú leabharlann nua ar Bhóthar na mBuaircíní chun críche chomh luath agus is féidir i 2005, agus féachfar leis an leabharlann a oscailt don phobal i ndeireadh an earraigh. Beidh breis is 690 M² a bheidh sa leabharlann, le costas iomlán €3 milliún.	**2005**
33	Tógfaidh an Chomhairle leabharlann 1,100 M² le saoráidí den scoth chun freastal ar Bhaile an Easpaig agus ar bhruachbhailte iarthar na cathrach. Costas iomlán €4.8 milliún a mheastar a bheidh air seo.	**ag tosnú 2005**
34	Soláthróidh an Chomhairle leabharlann le saoráidí den scoth, a bheidh c. 1,000 m², chun freastal ar Mhachain, An Charraig Dhubh agus Bharda an Oirdheiscirt. Scrúdóidh an Chomhairle roinnt roghanna chun an tionscadal a bhaint amach, m.sh, léas, léas-cheannacháin, tógáil chaipitiúil.	**ag tosnú 2005**

Príomhthoradh:
Veain ilchuspóra leabharlainne

35	Ceannóidh an Chomhairle veain ilchuspóra, le haghaidh seirbhíse do dhaoine a bheidh gafa sa bhaile agus le haghaidh seachadtaí chuig leabharlanna áitiúla. Cuireann an Roinn Comhshaoil, Oidhreachta agus Rialtais Áitiúil 100% maoiniú ar fáil d’fheithiclí den tsórt sin.	**iarratas ar mhaoiniú 2005**

Príomhthoradh:
Lárleabharlann nua agus saoráidí níos fearr in áiteanna eile

36	Tabharfaidh an Chomhairle moltaí chun tosaigh don tsaoráid Lárleabharlann nua don 21ú haois le limistéar c. 4,700 m². Beidh sé sin leagtha amach go dtí na caighdeáin is airde, le saoráidí a bheidh oiriúnach do mhéid agus do stádas Chorcaí, agus cuirfidh sé go mór le cruth lár na cathrach. Ag glacadh leis an gcostas caipitiúil a d’fhéadfadh a bheith i gceist leis seo b’fhéidir go bhfeidhmeofaí cur chuigí nuálaíocha maidir le maoiniú.	**2005-2006**
37	Déanfaidh an Chomhairle, i gcomhpháirtíocht le Comhairle Chontae Chorcaí, athbhreithniú ar an spás agus ar na riachtanais eile atá ag Leabharlann na Dúglaise, agus cinnteofar go mbeidh seirbhís leabharlainne ag muintir an cheantair seo, ceantar atá ag dul i méid, a bheidh oiriúnach dá gcuid riachtanas.	**2005-2006**

3.3.2 Developing Library Infrastructure: e-Library Services

In the future more and more library and information services will be delivered online and in electronic formats. Cork City Council will develop a fully interactive online library to be a third strand of service alongside the Central Library and the network of local libraries. This online library or e-Library service will introduce our resources to a wider audience, provide for online value-added services, and attract more users for the library's resources in general. The Council is, however, conscious of the ethical and legal issues to be addressed in the digital environment, and the need to maintain a balance between online services and keeping libraries as a community space with mutually enriching human contact.

Key Result:
A fully interactive online library service

40	The Council will put in place a structure to provide for the long-term development of an e-Library service, with IS staff responsible for hardware and communications issues and library staff focusing on content and service delivery.	**begin 2005**
41	The Council will develop the library web presence to be a comprehensive portal to the libraries' resources: it will offer access to information, including digitized images and information, about Cork, about the library service, and about cultural and educational facilities and programmes; it will house the online catalogue with links to selected other websites and databases. We will continue to digitize images and full text documents to strengthen the libraries' online presence.	**2005-2009**
42	The Council will continue to enhance the functionality and ease-of-use of the online service, allowing for registration, requests, and renewals online, notifications via email and texting, and other developments in the future as they become possible, and will continue to improve the library ICT management system.	**2005-2009**
43	The Council will continue to enhance public access to the internet in libraries, monitoring and responding to the needs of the public as they evolve, and facilitating ICT classes and skills acquisition by all members of the public.	**2005-2009**

38 Tabharfaidh an Chomhairle faoi athbhreithniú cuimsitheach ar na riachtanais atá le seirbhísí leabharlainne na bpobal éagsúla atá mar chuid de Bharda an Tuaiscirt Láir, agus tabharfaidh siad moltaí chun tosaigh chun freastal ar na riachtanais sin. **2006-2007**

39 Scrúdóidh an Chomhairle in athuair na saoráidí atá sna leabharlanna sa Ghort Álainn agus i gCnoc an Chuilinn, agus tabharfar moltaí chun tosaigh chun feabhsúcháin a dhéanamh mar is cuí agus féachfaidh sí ar an riachtanas a bheidh ann seirbhís leabharlainne soghluaiste a chur ar fáil tar éis an chláir tógála a bheith tugtha chun críche. **2006-2007**

3.3.2 Ag Forbairt Bhonneagair Leabharlainne: Seirbhísí e-Leabharlainne

Déanfar seachadadh ar níos mó seirbhísí leabharlainne agus eolais ar líne agus i bhformáidí leictreonacha amach anseo. Forbróidh Comhairle Cathrach Chorcaí leabharlann ar líne a bheidh go hiomlán idirghníomhach agus a bheidh mar thríú snáith seirbhíse in éineacht leis an Lárleabharlann agus leis an líonra leabharlann áitiúil. Cuirfidh an leabharlann ar líne seo nó an tseirbhís e-Leabharlann ár n-acmhainní i láthair phobal níos leithne, soláthrófar seirbhísí breisluacha ar líne, agus meallfar breis daoine chun acmhainní na leabharlainne tríd is tríd. Tuigeann an Chomhairle áfach na saincheisteanna eiticiúla agus dleathacha nach mór aghaidh a thabhairt orthu sa timpeallacht dhigiteach, agus an riachtanas a bheidh ann cothromaíocht a choinneáil idir seirbhísí ar líne agus leabharlanna a choinneáil mar spás don phobal le teagmháil daonna níos fearr idir cách.

**Príomhthoradh:
Seirbhís leabharlainne ar líne a bheidh go hiomlán idirghníomhach**

40 Cuirfidh an Chomhairle struchtúr i bhfeidhm chun soláthar a dhéanamh ar sheirbhís e-Leabharlann fadthéarmach a fhorbairt, le foireann IS a bheidh freagrach as ceisteanna crua-earraí agus cumarsáide agus foireann leabharlainne a dhíreoidh ar ábhar agus ar sheachadadh seirbhíse. **ag tosnú 2005**

41 Forbróidh an Chomhairle an líonra leabharlainne a bheidh ina thairseach chuimsitheach chuig acmhainní na leabharlainne: cuirfidh sí rochtain ar eolas ar fáil, lena n-áirítear íomhánna agus eolas digiteach, faoi Chorcaigh, faoin tseirbhís leabharlainne, agus faoi shaoráidí agus faoi chláir chultúrtha agus oideachasúla; beidh catalóg ar líne sa leabharlann le nascanna chuig rogha de láithreáin ghréasáin agus bunachair shonraí eile. Leanfaimid ag déanamh íomhánna digiteacha agus doiciméid téacs iomlán chun láithreacht ar líne na leabharlann a láidriú. **2005-2009**

42 Leanfaidh an Chomhairle ag cur le feidhm agus le éascaíocht na seirbhíse ar líne, ag tabhairt deise do dhuine clárú, iarratais a dhéanamh, agus athnuachana a dhéanamh ar líne, fógraí a fháil trí ríomhphost agus téacsanna a sheoladh, agus forbairtí eile amach anseo de réir mar a thiocfaidh siad chun cinn, agus leanfaidh sí ag feabhsú córas bainistíochta ICT na leabharlainne. **2005-2009**

43 Leanfaidh an Chomhairle ag cur le rochtain phoiblí ar an idirlíon i leabharlanna, ag déanamh monatóireachta agus ag freagairt riachtanas an phobail mar a bhíonn siad ag athrú, agus ag éascú ranganna ICT agus na scileanna a bhíonn ag an bpobal. **2005-2009**

3.4 Libraries in Society

Libraries are a publicly funded intervention in the lives of individuals and communities. The Council recognises that making library services available is not of itself enough; coherent and sustained efforts are required to ensure that libraries are accessible in a real sense, and are used to their full potential by everyone in the city. The Council is committed to removing physical, social and financial barriers to library use, to the effective promotion and marketing of libraries, and to enhanced co-operation and partnership with other libraries, relevant agencies, and community groups.

3.4.1 Access & Participation

Key Result:
Better access to and greater use of library services

44 The Council will continue to develop and enhance the role of libraries as welcoming places for the public – one of the few democratic and non-commercial spaces in the city – and as an integral part of the public realm. **2005-2009**

45 The Council will prepare and implement an access strategy for the library service; we will **begin 2006**
- undertake a comprehensive review of library charges: the structure and scale of charges, the cost of administering them, the equity of charges and their effect on library usage;
- work with other agencies to eliminate physical barriers for people with a physical, sensory, learning, mental health or emotional impairment;
- make maximum use of information and communications technologies to enable and encourage use of library resources by people with disabilities;
- place libraries at the heart of community life by simplifying procedures, reaching out to communities and in particular non-users.

46 The Council will, in tandem with the implementation of the access strategy **begin 2006**
- review the suitability of existing opening hours in all libraries and the possibility of introducing evening opening at the Central Library;
- gather the views of users and non-users regarding when they would wish their library to be open;
- liaise with staff and their representatives with regard to enhancing the opening hours in line with the public's needs;
- seek to ensure that opening hours suit the needs and lifestyles of the changing city.

47 The Council will increase usage and membership; we will **2006-2007**
- begin a programme of continuing research on users and non-users;
- set new targets for membership, usership, and borrowing in all libraries;
- put in place mechanisms to meet targets;
- put in place a strategy to engage with non-users of libraries.

Key Result:
Much more effective promotion & marketing leading to greater usage

48 The Council will significantly enhance the library promotion programme to increase awareness, usage, membership, and participation in library activities; in particular we will **begin 2006**
- ensure a high standard of publicity material at all times, including a range of information leaflets for each service point, and each aspect of service;
- make maximum use of all media to promote library programmes and events;
- create and implement programmes designed to promote children's services, reference, local studies, music and other services;
- continue to promote and develop annual programmes, e.g. the Children's Book Festival, and use these programmes as a focus for promoting the entire service.

3.4 Leabharlanna sa tSochaí

Is idirghabháil atá maoinithe go poiblí iad leabharlanna i saol na ndaoine agus an phobail. Aithníonn an Chomhairle nach leor astu féin seirbhísí leabharlainne a chur ar fáil; teastaíonn iarrachtaí comhtháiteacha agus inbhuanaithe lena chinntiú go mbíonn rochtain cheart ar leabharlanna, agus go mbaineann gach duine as an gcathair úsáid iomlán astu. Tá an Chomhairle tiomanta fáil réidh le bacanna fisiciúla, sóisialta agus airgeadais ó thaobh úsáide leabharlann, agus í tiomanta margaíocht a dhéanamh ar leabharlanna agus iad a chur chun cinn go héifeachtach, agus comhoibriú agus comhpháirtíocht níos fearr a bheith le leabharlanna eile, le gníomhaireachtaí cuí, agus le grúpaí pobail.

3.4.1 Rochtain & Rannpháirtíocht

Príomhthoradh:
Rochtain níos fearr ar sheirbhísí leabharlainne agus úsáid níos mó a bhaint astu

44 Leanfaidh an Chomhairle ag forbairt agus ag cur le ról leabharlann mar áiteanna a chuireann fáilte roimh an bpobal – ceann den bheagán spásanna daonlathacha agus neamh-thráchtála sa chathair – agus mar chuid thábhachtach den saol poiblí. **2005-2009**

45 Ullmhóidh an Chomhairle straitéis rochtaine don tseirbhís leabharlainne agus feidhmeoidh sí é; tá sé i gceist againn **ag tosnú 2006**
- tabhairt faoi athbhreithniú cuimsitheach ar tháillí leabharlainne: struchtúr agus scála na dtáillí, an costas a bhaineann lena riaradh, cothromas na dtáillí agus an éifeacht a bhíonn acu ar úsáid na leabharlainne;
- oibriú le gníomhaireachtaí eile chun fáil réidh le bacanna fisiciúla do dhaoine le míchumas fisiciúil, céadfach, foghlama, nó sláinte mheabhrach nó le míchumas mothúchánach;
- an úsaid is mó a bhaint as teicneolaíochtaí eolais agus cumarsáide chun cur ar chumas daoine le míchumais agus iad a spreagadh chun úsáid a bhaint as acmhainní na leabharlainne;
- leabharlanna a chur i gcroílár shaol an phobail trí nósanna imeachta a dhéanamh níos éasca, dul i gcion ar phobail agus go háirithe daoine nach n-úsáideann an leabharlann.

46 Déanfaidh an Chomhairle, ag teacht le feidhmiú na straitéise rochtaine, iad seo a leanas **ag tosnú 2006**
- athbhreithniú ar chomh hoiriúnach agus atá uaireanta oscailte gach leabharlann cheana féin agus an cumas a bheadh ann an Lárleabharlann a oscailt le linn an tráthnóna ;
- tuairimí úsáideoirí agus daoine nach n-úsáideann an Leabharlann a bhailiú maidir le cathain ba mhaith leosan an Leabharlann a bheith oscailte;
- idirchaidreamh leis an bhfoireann agus lena n-ionadaithe maidir le cur le huaireanta oscailte ag teacht le riachtanais an phobail;
- féachaint lena chinntiú go dtiocfaidh na huaireanta oscailte le riachtanais agus le saol na cathrach, atá ag athrú.

47 Méadóidh an Chomhairle an méid úsáide a bhaintear as an Leabharlann agus ballraíocht inti, tá sé i gceist againn **2006-2007**
- clár a thosú a dhéanfaidh taighde leanúnach ar úsáideoirí agus ar neamh-úsáideoirí;
- spriocanna nua a leagan síos i gcás ballraíochta, úsáide agus iasachta i ngach leabharlann;
- meicníochtaí a chur i bhfeidhm chun spriocanna a bhaint amach;
- straitéis a chur i bhfeidhm chun oibriú le neamh-úsáideoirí leabharlann.

Príomhthoradh:
Cur chun cinn & margaíocht i bhfad níos éifeachtaí a mbeidh úsáid níos mó mar thoradh air

48 Cuirfidh an Chomhairle go mór le clár cur chun cinn na leabharlainne chun feasacht, úsáid, ballraíocht agus rannpháirtíocht i ngníomhaíochtaí leabharlainne a mhéadú; agus tá sé i **ag tosnú 2006**

49 The Council will ensure a systematic approach to marketing by devising a marketing strategy, leading to a marketing plan based on an analysis of: **2006**
- the resources and facilities needed and wanted by the public;
- the target audience(s) and potential usership;
- the take-up of specific services and activities;
- the most appropriate promotional and marketing measures;
- how these may be provided at an appropriate cost.

Key Result:
Real social inclusion and effective outreach

50 The Council will put in place measures to meet the challenges of social inclusion as they affect libraries, and measures to foster and enhance real social inclusion in the community at large; we will: **2005-2009**
- implement the actions relating to libraries in the City Council Social Inclusion Action Plan 2004;
- review the suitability and accessibility for everyone in the community of all our buildings, facilities, charges and procedures;
- provide a markedly better level of service to people from excluded communities, children in schools with high levels of disadvantage, and immigrants and asylum seekers;
- develop and strengthen links with state and community agencies involved in social inclusion;
- consider the benefits of a specific budget for social inclusion, and of having a post with responsibility for social inclusion and outreach.

51 The Council will develop outreach activities from each library in the network to its surrounding area, and will develop the service to housebound persons in all parts of the city, as well as to day centres for older people and centres for people with special needs, drop-in centres, mother & toddler groups, etc. in the most effective way. **begin 2005**

52 The Council will work closely with the Prison Service in the preparation and successful implementation of a strategic plan for the prison library in Cork Prison. **2005-2009**

3.4.2 Co-operation

Co-operation and partnership are part and parcel of library philosophy and practice, however there is much scope for enhanced levels of co-operation and partnership within the Cork region, not only with other libraries but with other agencies involved in supporting the learning city.

gceist againn go háirithe

- a chinntiú go mbeidh ábhar poiblíochta d'ardchaighdeán againn i gcónaí, lena n-áirítear réimse bileoga eolais i gcás gach pointe seirbhíse, agus gach gnéith den tseirbhís;
- an úsáid is mó a bhaint as gach meán chun cláir agus imeachtaí leabharlainne a chur chun cinn;
- cláir a bheidh leagtha amach chun seirbhísí leanaí a chur chun cinn a chruthú agus a chur i bhfeidhm, chomh maith le seirbhísí tagartha, léann áitiúil, seirbhísí ceoil agus seirbhísí eile;
- leanúint ag cur chun cinn agus ag forbairt cláir bhliantúla, m.sh. Féile do Leabhar Leanaí, agus na cláir sin a úsáid mar fhócas chun an tseirbhís iomlán a chur chun cinn.

49 Cinnteoidh an Chomhairle go mbeidh cur chuige córasach i bhfeidhm maidir le margaíocht trí straitéis margaíochta a chur le chéile, a mbeidh plean margaíochta a bheidh bunaithe orthu seo a leanas mar thoradh air **2006**

- na hacmhainní agus na saoráidí atá ag teastáil ón bpobal agus atá an pobal a iarraidh;
- an sprioc lucht-éisteacht(aí) agus úsáideacht a d'fhéadfadh a bheith ann;
- seirbhísí agus gníomhaíochtaí sainiúla a ghlacadh
- na beartais margaíochta agus cur chun cinn is oiriúnaí;
- conas a d'fhéadfaí iad sin a chur ar fáil ar chostas cuí.

**Príomhthoradh:
Uilechuimsitheacht sóisialta i ndáiríre agus for-rochtain éifeachtach**

50 Cuirfidh an Chomhairle beartais i bhfeidhm chun freastal ar na dúshláin a bhaineann le huilechuismitheacht sóisialta agus an éifeacht a bhíonn acu ar leabharlanna, agus beartais chun uilechuimsitheacht sóisialta a chothú agus a fheabhsú sa phobal i gcoitinne; tá sé i gceist againn **2005-2009**

- na gnímh a bhaineann le leabharlanna i bPlean Gnímh Uilechuimsitheachta Sóisialta na Comhairle Cathrach 2004 a fheidhmiú;
- athbhreithniú a dhéanamh ar oiriúnacht agus inrochtaineacht gach ceann dár bhfoirgneamh, saoráidí, táillí agus nósanna imeachta i gcás gach duine sa phobal;
- leibhéal seirbhíse sonrach níos fearr a sholáthar do dhaoine as pobail eisiata, do leanaí as scoileanna le leibhéil arda míbhuntáiste, agus d'inimircigh agus do lucht tórtha tearmann;
- nascanna a fhorbairt agus a láidriú le gníomhaireachtaí stáit agus pobail a bhfuil baint acu le huilechuimsitheacht sóisialta;
- na buntáistí a bhaineann le buiséad sainiúil d'uilechuimsitheacht sóisialta a bhreithniú, chomh maith le post freagrachta d'uilechuimsitheacht sóisialta agus for-rochtana.

51 Forbróidh an Chomhairle gníomhaíochtaí for-rochtana ó gach leabharlann sa líonra chuig an limistéar maguaird, agus forbróidh sí an tseirbhís do dhaoine atá gafa sa bhaile i ngach páirt den chathair, chomh maith le hionaid lae do dhaoine aosta agus ionaid do dhaoine le riachtanais speisialta, ionaid buail isteach, grúpaí máthar agus leanbh, srl. ar an mbealach is éifeachtaí. **ag tosnú 2005**

52 Oibreoidh an Chomhairle go dlúth leis an tSeirbhís Phríosúin chun plean straitéiseach a ullmhú agus a fheidhmiú go maith do leabharlann an phríosúin i bPríosún Chorcaí. **2005-2009**

3.4.2 Comhoibriú

Is cuid riachtanach d'fhealsúnacht agus de chleachtas leabharlann iad comhoibriú agus comhpháirtíocht, ach tá an oiread sin scóp ann áfach le haghaidh leibhéal níos airde comhoibrithe agus comhpháirtíochta laistigh de réigiún Chorcaí, ní hamháin le leabharlanna eile ach le gníomhaireachtaí eile a bhfuil baint acu le tacaíocht a thabhairt don chathair fhoghlama seo.

Key Result:
More effective co-operation

53 The Council will greatly enhance co-operation with other libraries; in particular we will **2005-2009**
- work more closely with Cork County Council Library & Arts Service in providing a comprehensive library service to everyone in the Metropolitan Cork area, and investigate the benefits of the adoption of a formal co-operation agreement;
- work more closely with the Boole Library, UCC, Cork County Council Library & Arts Service, and the Library of CIT in the operation of inter-library loans, and aim to source a higher percentage of inter-library loans within the region;
- work more closely with Cork County Council Library & Arts Service, the Boole Library, UCC, the Cork Archives Institute, and Cork Public Museum in meeting the needs of students, researchers, and the public generally for local studies materials, in order to provide a much enhanced local studies service based on co-operation with these agencies;
- investigate the benefits of closer links with libraries in Cork's twin cities.

54 The Council will work more closely with agencies and community groups in the social and educational fields to further lifelong learning, so as to provide more focused support for lifelong learning, and greater participation in informal and formal lifelong learning by the people of the city. **2005-2009**

55 The Council will work more closely with the City Council Arts Office and other agencies in the arts and cultural fields to increase participation in, and awareness of, creative expression and the arts by children and adults throughout the library network. **2005-2009**

3.5 Other Actions

3.5.1 Support Services

Effective and efficient behind-the-scenes procedures are vital to the delivery of a quality service to the public. These procedures include the selection, purchasing, and distribution of stock, the administration of payments, and co-ordination with Personnel, Finance, Information Systems and other key Council functions.

Key Result:
More focused and effective support services

56 The Council will continue to improve its administrative, distributive and other support services; we will **2005-2009**
- use information & communications technologies to streamline those services not seen by the public, i.e. acquisitions/stock ordering, cataloguing, periodicals control, inter-library loans acquisitions, and processing of stock;
- source additional services from specialist library suppliers, where appropriate, to reduce the time spent processing, and ensure that users receive new stock, and in particular requests and inter-library loans, with the minimum of delay;
- develop improved stock management techniques as part of the collection development policy (Action 1) and implement them over the course of this plan.

57 The Council will comprehensively review all library service policies and procedures; we will **begin 2006**
- review and, where necessary, amend existing policies and procedures and bring forward

**Príomhthoradh:
Comhoibriú níos éifeachtaí**

53	Cuirfidh an Chomhairle go mór leis an gcomhoibriú a bhíonn le leabharlanna eile; tá sé i gceist againn go háirithe • oibriú níos dlúithe le Leabharlann agus Seirbhís Ealaíon Chomhairle Chontae Chorcaí agus leis an chun seirbhís leabharlainne chuimsitheach a sholáthar i gceantar Chathair Chorcaí, agus iniúchadh a dhéanamh ar na buntáistí a bhainfeadh le comhaontú comhoibrithe foirmiúil a ghlacadh; • oibriú níos dlúithe le Leabharlann Boole, UCC, Leabharlann agus Seirbhís Ealaíon Chomhairle Chontae Chorcaí, agus Leabharlann CIT ó thaobh iasachtaí idir-leabharlanna a fheidhmiú, agus é a bheith mar aidhm céatadán níos airde d'iasachtaí idir-leabharlanna a bhaint amach laistigh den réigiún; • oibriú níos dlúithe le Leabharlann agus Seirbhís Ealaíon Chomhairle Chontae Chorcaí , agus le Músaem Poiblí Chorcaí chun riachtanais na mac léinn, lucht taighde agus an phobail tríd is tríd a chomhlíonadh i gcás ábhar léann áitiúil, chun seirbhís léann áitiúil níos fearr a sholáthar a bheidh bunaithe ar chomhoibriú leis na gníomhaireachtaí sin; • na buntáistí a bhainfeadh le nascanna níos dlúithe le leabharlanna i gcathracha nasctha Chorcaí a iniúchadh.	**2005-2009**
54	Oibreoidh an Chomhairle níos dlúithe le gníomhaireachtaí agus le grúpaí pobail sna réimsí sóisialta agus oideachasúla chun foghlaim ar feadh an tsaoil a thabhairt céim níos faide, chun tacaíocht níos dírithe a sholáthar maidir le foghlaim ar feadh an tsaoil agus chun rannpháirtíocht níos mó a bheith ag muintir na cathrach i bhfoghlaim ar feadh an tsaoil a bheidh foirmiúil agus neamhfhoirmiúil.	**2005-2009**
55	Oibreoidh an Chomhairle níos dlúithe le hOifig Ealaíon na Comhairle Cathrach agus le gníomhaireachtaí eile i réimsí na healaíona agus an chultúir chun rannpháirtíocht ó leanaí agus ó dhaoine fásta i dtuairimíocht chruthaíoch agus sna healaíona a mhéadú chomh maith le feasacht fúthu ar fud an líonra leabharlainne go léir.	**2005-2009**

3.5 Gnímh Eile

3.5.1 Seirbhísí Tacaíochta

Tá sé riachtanach go mbeadh nósanna imeachta éifeachtacha agus éifeachtúla i bhfeidhm sa chóras iomlán chun go ndéanfar seachadadh ar sheirbhís ardchaighdeáin don phobal. Áirítear leis na nósanna imeachta sin roghnú, ceannach agus dáileadh stoc, íocaíochtaí a riaradh, agus comhordú le rannóga Phearsanra, Airgeadais agus córais Eolais agus le príomhfheidhmeanna eile de chuid na Comhairle.

**Príomhthoradh:
Seirbhísí tacaíochta níos dírithe agus níos éifeachtaí**

56	Leanfaidh an Chomhairle ag feabhsú a cuid seirbhísí riaracháin, dáileacháin agus seirbhísí tacaíochta eile; tá sé i gceist againn • úsáid a bhaint as teicneolaíochtaí eolais & cumarsáide chun na seirbhísí sin nach bhfuil feicthe ag an bpobal a shruthlíniú i.e. fáltais/ordú stoc, catalógú, rialú tréimhseachán, fáil ar iasachtaí idir-leabharlanna, agus próiseáil stoc; • seirbhísí breise a aimsiú ó sholáthróirí leabharlainne speisialtacha, mar is cuí, chun an t-am a chaitear ag próiseáil a laghdú, agus a chinntiú go bhfaigheann úsáideoirí stoc nua, agus go háirithe iarratais agus iasachtaí idir-leabharlanna, leis an laghad moille is lú; • teicnícíochtaí bainistíochta stoc níos fearr a fhorbairt mar chuid den pholasaí forbartha bailiúcháin (Gníomh 1) agus iad a fheidhmiú thar tréimhse an phlean seo.	**2005-2009**
57	Déanfaidh an Chomhairle athbhreithniú cuimsitheach ar gach polasaí agus nós	**ag tosnú 2006**

policies in areas where they are required;
- review in particular policies and procedures relating to membership (e.g. investigate the possibility of family membership), numerical and time limits on borrowing, using the internet, the necessity for or suitability of various forms, etc.

3.5.2 Human Resources

The quality of service we provide to the public is the cornerstone of the library service we seek. It is vital for the successful development of the service that we have well trained, welcoming and motivated staff in all service points; they are the face of the library. The knowledge and experience built up over the years by staff is an irreplaceable resource; Cork City Libraries are fortunate to have such a body of experienced and expert staff in key areas of the service. In the future it will be increasingly important to have real cross-fertilisation and co-ordination between staff in the three strands of service – the Central Library, the network of local libraries, and the online e-Library service.

The Council will bring forward proposals for a new staffing structure which will map out the organization which must be put in place in the library service. The Branching Out and National Network ~ Local Service documents assign new roles and new responsibilities to librarians at different levels of the service, and the Council recognises that library staff have already taken on these new roles and responsibilities.

Key Result:
Adequate human resources

58 The Council will progressively develop the staffing structure needed to deliver a modern library service. This will be a structure **begin 2005**
- capable of meeting the increasing demands for quality services;
- offering opportunities for career development similar to those available to other Council staff;
- with appropriate grades & appropriate numbers.

59 The Council will provide for staff development; we will **2005-2009**
- support, and, where necessary, source and develop education & training programmes, such as:
  - ~ induction training for new staff, backed up by a staff handbook and procedures manuals;
  - ~ short courses in specialist areas such as local history, reader development, and children's literature, provided in-service or out-sourced;
  - ~ general courses such as customer care, first aid, public speaking, ICT, etc., provided in-service or out-sourced;
  - ~ professional librarianship courses;
- put in place measures to encourage a research frame of mind in Libraries staff, including facilitation of field trips, active involvement in professional associations, contributing articles to journals and newsletters in the fields of librarianship, historical and cultural studies, etc.;
- investigate the benefits to the service and to staff of library staff exchange programmes;
- provide in general terms for the continuing development of library staff.

imeachta seirbhíse leabharlainne dá cuid; tá sé i gceist againn

- athbhreithniú agus, mar is cuí, leasú a dhéanamh ar pholasaithe agus ar nósanna imeachta atá ann cheana féin agus polasaithe a thabhairt chun tosaigh i réimsí ina dteastaíonn siad;
- athbhreithniú a dhéanamh go háirithe ar pholasaithe agus ar nósanna imeachta a bhaineann le ballraíocht (m.sh. iniúchadh a dhéanamh ar bhallraíocht do teaghlaigh), teorainneacha uimhríochta agus ama ar iasachtaí, ag baint úsáide as an idirlíon, an riachtanas atá ann ó thaobh foirmeacha éagsúla nó oiriúnacht foirmeacha éagsúla srl.

3.5.2 Acmhainní Daonna

Is é caighdeán na seirbhíse a sholáthraímid don phobal an chuid is tábhachtaí den tseirbhís leabharlainne a fhéachaimid a bhaint amach. Tá sé riachtanach go mbeadh foireann oilte, fháilteach agus inspreagtha againn i ngach pointe seirbhíse den leabharlann ionas go n-éireodh le forbairt na seirbhíse; is iadsan pearsantacht na leabharlainne. Ní féidir ar ndóigh an t-eolas agus an taithí a phiocann an fhoireann suas thar na mblianta a shárú; tá an t-ádh ar Leabharlanna Cathrach Chorcaí go bhfuil foireann ard-oilte acu le saineolas i bpríomhréimsí na seirbhíse. Beidh sé an-tábhachtach amach anseo go mbeadh crostoirchiú agus comhordú idir an fhoireann sna trí shnáithe den tseirbhís – an Lárleabharlann, an líonra leabharlann áitiúil, agus an tseirbhís e-Leabharlann ar líne.

Tabharfaidh an Chomhairle beartais chun cinn le haghaidh struchtúr foirníochta nua a leagfaidh amach an t-eagrú nach mór a bheith i bhfeidhm sa tseirbhís leabharlainne. Sannann doiciméid Branching Out agus National Network ~ Local Service róil nua agus freagrachtaí nua ar leabharlannaithe ag leibhéil dhifriúla den tseirbhís, agus aithníonn an Chomhairle go bhfuil na róil agus na freagrachtaí nua sin glactha ag foireann na leabharlainne cheana féin.

Príomhthoradh:
Acmhainní daonna oiriúnacha

58 Forbróidh an Chomhairle go forchéimneach an struchtúr foirníochta a theastaíonn chun seirbhís leabharlainne nua aimseartha a sheachadadh. Beidh ar chumas an struchtúir sin **ag tosnú 2005**

- freastal ar na héilimh atá ag dul i méid maidir le seirbhísí d'ardchaighdeáin;
- deiseanna a chur ar fáil d'fhorbairt ghairm beatha cosúil leo sin a bhíonn ar fáil d'fhoireann eile na Comhairle;
- grádanna agus líon cuí a bheith ag baint leo.

59 Déanfaidh an Chomhairle soláthar le haghaidh forbairt foirne; tá sé i gceist againn **2005-2009**

- tacaíocht agus nuair is cuí, cláir oiliúna agus oideachais a fhoinsiú agus a fhorbairt, mar:
  - ~ oiliúint ionduchtaithe d'fhoireann nua, agus breis cabhrach ó lámhleabhar foirne agus lámhleabhair ar nósanna imeachta;
  - ~ cúrsaí gearra i réimsí speisialtachta mar stair áitiúil, forbairt léitheora, agus litríocht leanaí, a sholáthrófar i bhfoirm in-seirbhíse nó foinsiú allamuigh;
  - ~ cúrsaí ginearálta mar chúram custaiméirí, garchabhair, caint phoiblí, ICT, srl., a sholáthrófar i bhfoirm in-seirbhíse nó foinsiú allamuigh;
  - ~ cúrsaí leabharlannaíochta gairmiúla;
- beartais a chur i bhfeidhm chun fonn taighde a mhúscailt i bhfoireann Leabharlann, lena n-áirítear éascaíocht ar thurais allamuigh, páirt ghníomhach i gcumainn ghairmiúla, airteagail chuiditheacha in irisí agus i nuachtlitreacha i réimsí leabharlannaíochta, léann stairiúil agus cultúrtha srl;
- na buntáistí a bheadh le cláir malartaithe foirne don tseirbhís agus d'fhoireann na leabharlainne a iniúchadh;
- soláthar a dhéanamh tríd is tríd d'fhorbairt leanúnach fhoireann na leabharlainne.

3.5.3 Funding

The successful implementation of this plan will depend in large measure on the provision of adequate revenue funding from the Council's own resources, and capital funding from relevant sources, chiefly, but not only, the Department of the Environment, Heritage & Local Government.

Key Result:
Increased revenue and capital funding

60	The Council will provide sufficient revenue funding in its annual budgets over the period of the plan to achieve the actions in this plan. There will be a coherent link between the budget and what the Council seeks to achieve.	**2006-2009**
61	The Council will place special emphasis on the development of the bookfund, in order to reach the national target per capita figure by 2006, and continue to develop the bookfund thereafter.	**2006-2009**
62	The Council will secure the levels of capital funding required to deliver the building programme and ICT developments from the established funding channels of the Department of the Environment, Heritage & Local Government, and from other potential funding sources.	**2005-2009**

3.5.4 Implementation and Evaluation

Strategic management is, so it is said, 10% planning and 90% implementation. The Council recognises that appropriate mechanisms must be put in place to provide for the implementation of all of the actions in this plan, and the regular critical evaluation of the success or lack of success of these actions.

Key Result:
Implementation of plan in full and on schedule

63 The Council will implement the plan in a structured manner through: **begin 2005**
- annual work programmes;
- periodic and annual reviews of progress;
- regular reports to ensure accountability to the SPC, the full Council, and the public.

64 The Council will measure progress on the plan through: **begin 2006**
- the development of accurate and relevant performance measurement measures based on the real needs of the people of the city, measuring economy:
  - ~ how we use stock resources, human resources, buildings and facilities;
- efficiency, effectiveness and equity:
  - ~ participation and usage in all its aspects: membership, visits, usage for specific services, issues, etc.
- the use of Public Library User Surveys (PLUS);
- the use of comment & complaints procedures, and the responsiveness by the service to complaints, comments and suggestions received from the people of the city.

3.5.3 Maoiniú

Braithfidh dul chun cinn feidhmiú an phlean seo don chuid is mó ar sholáthar dóthain ioncaim, maoinithe ó acmhainní na Comhairle féin, agus maoiniú caipitiúil ó fhoinsí cuí, go príomha, ach ní hamháin, ón Roinn Comhshaoil, Oidhreachta & Rialtais Áitiúil.

Príomhthoradh:
Ioncam agus maoiniú caipitiúil níos mó

60	Soláthróidh an Chomhairle dóthain ioncaim maoinithe i mbuiséid bhliantúla na Comhairle thar tréimhse an phlean chun na gnímh atá sa phlean seo a bhaint amach. Beidh nasc comhtháiteach idir an buiséad agus cad atá an Chomhairle ag iarraidh a bhaint amach.	**2006-2009**
61	Leagfaidh an Chomhairle béim speisialta ar fhorbairt chiste na leabhar, chun an sprioc figiúr náisiúnta per capita a bhaint amach faoi 2006, agus leanúint ag forbairt ciste na leabhar as sin amach.	**2006-2009**
62	Slánóidh an Chomhairle na leibhéil mhaoinithe chaipitiúil a theastóidh chun an clár tógála agus na forbairtí ICT a sheachadadh ó mhodhanna maoinithe atá bunaithe ag an Roinn Comhshaoil, Oidhreachta & Rialtais Áitiúil, agus ó fhoinsí maoinithe eile a d'fhéadfadh a bheith ann.	**2005-2009**

3.5.4 Feidhmiú agus Luacháil

Deirtear gurb é atá sa bhainistíocht straitéiseach ná 10% pleanáil agus 90% feidhmiú. Aithníonn an Chomhairle go gcaithfear meicníochtaí cuí a chur i bhfeidhm chun soláthar a dhéanamh ar fheidhmiú gach gníomh sa phlean seo, agus luacháil chriticiúil rialta ar dhul chun cinn nó ar easpa dhul chun cinn na ngníomh sin.

Príomhthoradh:
An plean a fheidhmiú go hiomlán agus de réir sceidil

63	Feidhmeoidh an Chomhairle an plean ar bhealach struchtúrtha trí: • chláir oibre bliantúla; • athbhreithnithe tréimhseacha agus bliantúla a dhéanamh ar dhul chun cinn; • thuarascálacha rialta lena freagracht don SPC, don Chomhairle iomlán agus don phobal a chinntiú.	**ag tosnú 2005**
64	Tomhasfaidh an Chomhairle dul chun cinn an phlean trí: • céimeanna tomhais feidhmiúcháin chruinne agus cuí a fhorbairt bunaithe ar fhíor-riachtanais mhuintir na cathrach, ag tomhais na heacnamaíochta: ~ conas a úsáidimid acmhainní stoc, acmhainní daonna, foirgnimh agus saoráidí; • éifeachtúlacht, éifeachtacht agus cothroime: ~ rannpháirtíocht agus úsáid ó thaobh gach gné de: ballraíocht, cuairteanna, úsáid i gcomhair seirbhísí sainiúla, iasachtaí, srl. • an úsáid a bhaintear as Suirbhéanna Úsáideoirí Leabharlanna Poiblí (PLUS); • an úsáid a bhaintear as nósanna imeachta tuairimí agus gearán, agus an freagra a chuireann an tseirbhís ar ghearáin agus ar thuairimí a fhaightear ó mhuintir na cathrach.	**ag tosnú 2006**

Policy Framework - Creatoibre Polasaí

Legislation - Reachtaíocht

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