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**Sent:** Wednesday, 20 January 2021 9:39 AM

**To:** AMOD <[AMOD@fwc.gov.au](mailto:AMOD@fwc.gov.au)>

**Subject:** FW: Application to vary the Health Professionals and Support Services Award 2020 -

Dear Modern Awards Team

We refer to our email of 18 August 2020, attached to which were our Form 46, Application to vary the Health Professionals and Support Services Award 2020 and a proposed new Schedule K to the Award.

It has come to our attention that while the Application was posted to the Fair Work Commission's website Award Modernisation page, the proposed Schedule K document was not.

We would be grateful if you would also now post the attached draft Schedule K to the Award Modernisation page so that any interested parties may consider it and respond accordingly.

Regards,

**Michelle Anthony**

**Acting Director Industrial Relations**



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*This is an attachment to APESMA's Form F46, (application to vary the Health Professionals and Support Services Award 2020)  
17 August 2020*

## **Schedule K – Translators and Interpreters**

For employment involving the performance of NAATI certified Translator and Interpreter duties, the following classification definitions apply. Levels indicate the corresponding minimum rates of pay in the table in clause 16.2:

### **K.1 Professional responsibility levels – Translators**

A translator transfers a written message from one language (the source language) into a written message in another language (the target language) for the purpose of communication between a writer and reader who do not share the same language.

#### **K.1.1 Level 5 – Recognised Practising Translator**

- (a) A Recognised Practising Translator credential is granted in languages where NAATI does not offer certification. This may occur in the languages of emerging or low-demand communities. A practitioner who holds a Recognised Practising credential must demonstrate the required basic experience and ability required to practise at this level through other means including but not limited to English language proficiency, work experience and minimum level translator training. This credential does not define a level of transfer competency.
- (b) Individuals seeking Recognised Practising credentials must have work experience as a translator, including having dealt with the written word and translated written messages from one language into another.
- (c) Comprehends and produces non-complex texts in English across a variety of text types, appropriately using non-specialised language and commonly used expressions. Language Other Than English proficiency is indirectly confirmed
- (d) Understands how culture and language interact, identifies significant culturally-specific information in texts, and is able to apply this to the translation task
- (e) Has full and detailed knowledge and understanding of the relevant code of Ethics and is able to apply this to situations in translation practice, client interactions and other professional activities.

- (f) Operates in the translation industry and manages interactions with clients to provide services.
- (g) In the absence of translator certification for a language, Recognised Practising Translators may be asked to translate the same document types as certified translators.

### **K.1.2. Level 7 – Certified Translator**

- (a) Transfers complex, non-specialised texts from a source language into a target language text that accurately reflects the meaning.
- (b) Comprehends and produces complex texts in two languages across a variety of text types, appropriately using non-specialised and complex language and commonly and uncommonly used expressions.
- (c) Understands how culture and language interact, identifies significant and nuanced culturally specific information in texts, and is able to apply this to the translation task.
- (d) Knows about and understands a broad range of common and some specialised complex contexts, topics and current events, including where experts in a domain write for non-expert readers.
- (e) Has full and detailed knowledge and understanding of the relevant code of Ethics and is able to apply this to situations in translation practice, client interactions and other professional activities.
- (f) Can use a variety of research tools and methods to search for information, including specialist resources, and is able to extract and manage complex information from research and apply it to the translation task.
- (g) Operates in the translation industry and manages interactions with clients to provide services.
- (h) Knows and is able to use technology required for text production and management, including moderately complex visual material (e.g. graphics), and CAT tools, where available.
- (i) Personal documents (e.g. passports, licences, education certificates), government (e.g. brochures, website content), legal (e.g. contracts, wills, court documentation), health (e.g. brochures), technology (e.g. manuals, product information), business (e.g. letters, marketing material), community (e.g. brochures), education (e.g. letters, school policies), tourism (e.g. leaflets, museum publication), finance (e.g. reports, financial statements), consumer affairs (e.g. brochures, product information), insurance (e.g.

policies, reports), culture (e.g. magazine articles), science (e.g. reports), commerce and economics (e.g. policy documents).

### **K.1.3. Level 8 – Certified Advanced Translator**

- a) Transfers highly complex, specialised texts from a source language into a target language text that accurately reflects the meaning.
- b) Comprehends and produces complex texts in two languages across a variety of text types in specialised domains, appropriately using specialised and complex language including technical expressions and jargon.
- c) Understands in detail how culture and language interact in specialised contexts, identifies all significant and nuanced culturally-specific information in texts, is able to apply this to the translation task and account for its use.
- d) Knows about and understands a broad range of complex and specialised contexts, topics and current events. Has a higher-level of knowledge in a specialised domain at the level of experts writing for experts.
- e) Has full and detailed knowledge and understanding of the relevant code of Ethics, and is able to apply this to situations in translation practice, client interactions and other professional activities.
- f) Can use a variety of research tools and methods to search for information, including highly specialist resources in a variety of domains, and is able to extract and manage specialised and complex information from research and apply it to the translation task.
- g) Operates in the translation industry and manages interactions with clients and other translators to provide services.
- h) Knows and is able to use technology required for text production and management, including complex visual material (e.g. graphics), and CAT tools, where available.
- i) All domains and document types a Certified Translator deals with, plus politics (e.g. government submissions), diplomacy (e.g. international agreements), legal (e.g. high court documentation), health (e.g. conference papers), technology and science (e.g. textbooks, scientific works), business (e.g. international business agreements), finance (e.g. academic articles), commerce and economics (e.g. international trade documentation).

## **K.2 Professional responsibility levels – Interpreters**

An interpreter transfers a spoken or signed message from one language (a source language) into a spoken or signed message in another language (a target language) for the purpose of communication between people who do not share the same language.

### **K.2.1. Level 5– Recognised Practising Interpreter**

- (a) A Recognised Practising Interpreter credential is granted in languages where NAATI does not offer certification. This may occur in the languages of emerging or low-demand communities. A practitioner who holds a Recognised Practising credential has to prove the required basic experience and ability required to practise at this level through other means including but not limited to English language proficiency, work experience and minimum level interpreter training. This credential does not define a level of transfer competency.
- (b) Individuals seeking a Recognised Practising credential as an interpreter must have work experience and must have dealt with the spoken word or signed language and interpreted what someone said from one language into another.
- (c) Comprehends and produces spoken English or Auslan (for deaf interpreters) in a variety of non-complex situations/ contexts, appropriately using noncomplex and nonspecialised language and commonly used expressions. Language Other Than English proficiency is indirectly confirmed.
- (d) Understands how culture and language interact, identifies significant culturally specific information in spoken or signed language, and is able to apply this to the interpreting task.
- (e) Has full and detailed knowledge and understanding of the relevant code of Ethics and is able to apply this to situations in interpreting practice, client interactions and other professional activities.
- (f) Operates in the interpreting industry and manages interactions with clients to provide services.
- (g) In the absence of interpreter certification for a language, Recognised Practising Interpreters may be asked to interpret in the same types of situations as certified interpreters.

### **K.2.2 Level 6– Certified Provisional Interpreter**

- (a) Transfers non-complex, non-specialised messages from a source language into a target language using spoken or signed language that accurately reflects the meaning.

- (b) Comprehends and produces two languages (spoken or signed) in a variety of non-complex situations/contexts, appropriately using noncomplex and nonspecialised language and commonly used expressions.
- (c) Understands how culture and language interact, identifies significant culturally specific information in spoken or signed language, and is able to apply this to the interpreting task.
- (d) Knows about and understands a broad range of non-complex, non-specialised contexts, topics and current events, including where specialists in a domain speak or sign with a non-specialist audience.
- (e) Has full and detailed knowledge and understanding of the relevant code of Ethics and is able to apply this to situations in interpreting practice, client interactions and other professional activities.
- (f) Can use some tools and methods to search for information and is able to extract and manage non-complex, nonspecialised information from research and apply it to the interpreting process.
- (g) Operates in the interpreting industry and manages interactions with clients to provide services.
- (h) Knows and is able to use basic technology required for interpreting processes, i.e. telephone interpreting.
- (i) Dialogues in community interpreting settings including health (e.g. a general medical consultation), legal (e.g. a witness describing an accident to a police officer), community (e.g. registering a car at a government service desk), immigration/settlement (e.g. enquiry about government services for new immigrants), education (e.g. a teacher-parent interview at a school), social services (e.g. enquiry about parental payments at a government office), financial (e.g. opening a bank account), housing (e.g. a request for repair work), business (e.g. customer purchasing a car), employment (e.g. enquiry about jobs at an employment agency), insurance (e.g. enquiry about car insurance with an insurance provider), consumer affairs (e.g. complaint about a product).
- (j) Typical interpreting modes for spoken languages include - Consecutive (dialogue) and for signed languages modes include - Simultaneous (dialogue) - Simultaneous (monologue)

### **K.2.3 Level 7 – Certified Interpreter**

- (a) Transfers complex, non-specialised messages from a source language into a target language using spoken or signed language that accurately reflects the meaning.

- (b) Comprehends and produces two languages (spoken or signed and written) in a variety of complex situations/contexts, appropriately using complex, but nonspecialised language and commonly and uncommonly used expressions.
- (c) Understands how culture and language interact, identifies significant and nuanced culturally specific information in spoken or signed language, and is able to apply this to the interpreting task.
- (d) Knows about and understands a broad range of complex but non-specialised contexts, topics and current events, including where specialists in a domain speak or sign with a non-specialist audience.
- (e) Has full and detailed knowledge and understanding of the relevant Code of Ethics and is able to apply this to situations in interpreting practice, client interactions and other professional activities.
- (f) Can use a variety of tools and methods to search for information, including some specialist resources, and is able to extract and manage complex information from research and apply it to the interpreting process.
- (g) Operates in the interpreting industry and manages interactions with clients to provide services.
- (h) Knows and is able to use technology required for interpreting processes, including telephone interpreting, video and on-screen interpreting.
- (i) All situations in which a Certified Provisional Interpreter interprets, and dialogues, speeches and presentations in community interpreting settings including health (e.g. a clinician-patient consultation at a medical centre), legal (e.g. a client seeking a solicitor's advice), community (e.g. a speech at a community council meeting), immigration/ settlement (e.g. visa issues at an airport), education (e.g. during school lessons), social services (e.g. discussion about alleged welfare fraud), financial (e.g. a client applying for a loan), housing (e.g. dispute at a tenancy tribunal), business (e.g. at a business meeting), employment (e.g. dispute about breach of employment contract), insurance (e.g. making an insurance claim), consumer affairs (e.g. enquiry about consumer rights).
- (j) Typical interpreting modes for spoken languages include - Consecutive (dialogue) - Sight translation - Simultaneous (monologue) - Consecutive (monologue) and modes for signed languages include - Consecutive (dialogue) - Simultaneous (dialogue) - Sight translation - Simultaneous (monologue)

#### **K.2.4 Level 8 – Certified Specialist Interpreter (Health & Legal)**

- a) Transfers complex, specialised messages in the health or legal domain from a source language into a target language using spoken or signed language that accurately reflects the meaning.
- b) Comprehends and produces two languages (spoken or signed), appropriately using specialised and complex language, including technical expressions and jargon from across the health or legal domain.
- c) Understands in detail how culture and language interact in the health or legal domain, identifies significant and nuanced culturally-specific information in spoken or signed language, and is able to apply this to the interpreting task and account for its use.
- d) Knows about and understands complex, specialised health or legal contexts, topics and relevant current events in the field at an advanced level, and is able to interpret for a specialist audience.
- e) Has full and detailed knowledge and understanding of the relevant codes of Ethics, and clinical guidelines/professional standards and is able to apply this to situations in interpreting practice, client interactions and other professional activities.
- f) Knows and is able to use technology required for interpreting processes in the health or legal domain, including telephone interpreting, video and onscreen interpreting.
- g) Typical interpreting modes for spoken languages include –
  - a. Simultaneous (chuchotage)
  - b. Consecutive (monologue)

#### **Classification definitions specific to Certified Specialist Interpreter (Health)**

- h) Can use a variety of tools and methods to search for information, including highly specialised resources in the health domain, and is able to extract and manage specialised and complex information from research and apply it to the interpreting process.
- i) Operates as an integral member of the healthcare team and manages interactions with clients to provide services in order to ensure access to services and facilitate positive health outcomes.
- j) Dialogues and presentations between and aimed at experts in the health field (e.g. medical handover between LOTE and English speaking specialists; chuchotage of a conversation between two specialists in a hospital context; presentation of specialist medical equipment by an international company) or speech samples requiring specialist interpreting (e.g. speech pathology consultations; mental health consultations).

- k) Sub-domains can include geriatrics, obstetrics, anaesthesiology, surgery, gynaecology, ophthalmology, paediatrics, anaesthesiology, mental health, oncology, paediatrics, psychiatry, radiology, orthopaedics, urology, occupational therapy.

### **Classification definitions specific to Certified Specialist Interpreter (Legal)**

- l) Can use a variety of tools and methods to search for information, including highly specialised resources in the legal domain, and is able to extract and manage specialised and complex information from research and apply it to the interpreting process.
- m) Operates as an integral member of the court and manages interactions with clients to provide services in order to ensure access to services and facilitate positive justice outcomes.
- n) Dialogues and presentations between and aimed at experts in the legal field, in different legal jurisdictions (e.g. NSW, VIC, Federal) and different levels of the legal system (local, state and federal; courts and tribunals) (e.g. expert witness testimony; judges' judgement; colloquy between judge and lawyer during court proceedings; discussions between legal experts).
- o) Sub-domains can include criminal and civil court cases, including contract, commercial, consumer, family, refugee and immigration, personal injury, worker's compensation, insurance, real estate law etc.

### **K.2.5 Level 8 – Certified Conference Interpreter**

- a) Transfers highly complex, specialised messages from a source language into a target language using spoken or signed language that accurately reflects the meaning.
- b) Comprehends and produces two languages (spoken or signed, and written) in specialised domains, appropriately using specialised and complex language including technical expressions and jargon.
- c) Understands in detail how culture and language interact in specialised contexts, identifies all significant and nuanced culturally- specific information in spoken or signed language, is able to apply this to the interpreting task and account for its use.
- d) Knows about and understands a broad range of complex and specialised contexts, topics and current events at an advanced level, i.e. at the level of experts speaking or signing to an expert audience.
- e) Has full and detailed knowledge and understanding of the relevant code of Ethics, and is able to apply this to situations in interpreting practice, client interactions and other professional activities.
- f) Can use a variety of tools and methods to search for information, including highly specialist resources in a variety of domains, and is able to extract and manage

specialised and complex information from research and apply it to the interpreting process.

- g) Operates in the interpreting industry and manages interactions with clients and other interpreters to provide services.
- h) Knows and is able to use technology required for conference interpreting, including interpreting from a booth.
- i) Speeches and presentations at high- level international exchanges, such as international conferences, summits, meetings and negotiations (e.g. UN summits, NAATI meetings, bilateral treaty negotiations). For signed languages this may include national conferences, summits, meetings and negotiations (e.g. Commonwealth government conferences).
- j) Typical domains include legal, technology, science, health, commerce, economy, diplomacy, politics.
- k) Typical interpreting modes include:
  - a. Spoken Language
    - Simultaneous (booth)
    - Consecutive (monologue)
  - b. Signed Languages
    - Simultaneous (monologue)
    - Consecutive (monologue)