



BACKGROUND DOCUMENT

Fair Work Act 2009

s.156 - 4 yearly review of modern awards

4 yearly review of modern awards—Award stage—Group 4—*Social, Community, Home Care and Disability Services Industry Award 2010*— Substantive claims

(AM2018/26)

MELBOURNE, 26 APRIL 2019

This is a background document only and does not purport to be a comprehensive discussion of the issues involved. It does not represent the view of the Commission on any issue.

Modern Awards and Modern Enterprise Awards containing references to translators and/or interpreters and/or language allowances

Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances						
<u>Aboriginal Community Controlled Health Services Award 2010 [MA000115]</u> <u>1</u>	<u>Clause 15—Allowances</u>	<p>15.1 Bilingual qualification allowance</p> <p>(a) Bilingual means a recognised proficiency in English as well as any one of the languages normally used by the employer’s customers/clients.</p> <p>(b) In recognition of the increased effectiveness and productivity of bilingual employees, an employee who is competently bilingual and who is regularly required in the course of their duties to use one or more of these languages will be paid an annual allowance of:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">% of <u>standard rate</u></th> </tr> </thead> <tbody> <tr> <td>Level 1</td> <td style="text-align: center;">206.93</td> </tr> <tr> <td>Level 2</td> <td style="text-align: center;">414.18</td> </tr> </tbody> </table> <p>(c) Level 1 is an elementary level. This level of accreditation is appropriate for employees who are capable of using a minimal knowledge of language for the purpose of simple communication.</p> <p>(d) Level 2 represents a level of ability for the ordinary purposes of general business, conversation, reading and writing.</p>		% of <u>standard rate</u>	Level 1	206.93	Level 2	414.18
	% of <u>standard rate</u>							
Level 1	206.93							
Level 2	414.18							

Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances												
		<p>(e) Proof of bilingual proficiency and accreditation will be obtained before an employee will be entitled to this allowance. Bilingual accreditation is obtained by the employee confirming their bilingual proficiency in writing from an interpreting and/or translating service agreed by the employer and the employee.</p> <p><i>Note: does not expand on definition of interpreters</i></p>												
<p><u>Aged Care Award 2010 [MA000018]</u> <u>1</u></p>	<p><u>Schedule B—Classification Definitions</u></p>	<p>B.5 Aged care employee – level 5</p> <p>Indicative tasks performed at this level are:</p> <table border="0"> <thead> <tr> <th data-bbox="448 770 767 837">General and administrative services</th> <th data-bbox="831 770 1018 801">Food services</th> <th data-bbox="1118 770 1305 801">Personal care</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 846 767 913">Secretary interpreter (unqualified)</td> <td data-bbox="831 846 1018 878">Chef</td> <td data-bbox="1118 846 1305 913">Personal care worker grade 4</td> </tr> </tbody> </table> <p>B.7 Aged care employee – level 7</p> <p>Indicative tasks performed at this level are:</p> <table border="0"> <thead> <tr> <th data-bbox="448 1104 767 1171">General and administrative services</th> <th data-bbox="831 1104 1018 1135">Food services</th> <th data-bbox="1118 1104 1305 1135">Personal care</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 1180 767 1314">Clerical supervisor Interpreter (qualified) Gardener superintendent General services supervisor</td> <td data-bbox="831 1180 1018 1247">Chef /Food services supervisor</td> <td data-bbox="1118 1180 1305 1247">Personal care worker grade 5</td> </tr> </tbody> </table> <p><i>Note: does not expand on definition of interpreters</i></p>	General and administrative services	Food services	Personal care	Secretary interpreter (unqualified)	Chef	Personal care worker grade 4	General and administrative services	Food services	Personal care	Clerical supervisor Interpreter (qualified) Gardener superintendent General services supervisor	Chef /Food services supervisor	Personal care worker grade 5
General and administrative services	Food services	Personal care												
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<p><u>Airline Operations—Ground Staff Award 2010 [MA000048]</u> <u>1</u></p>	<p><u>Clause 21—Allowances—general allowance</u></p>	<p>21.14 Foreign language allowance</p> <p>If an employee is required to work in an international terminal and is required by the employer to speak a foreign language the employee will be paid as follows:</p> <table border="0"> <thead> <tr> <th data-bbox="448 1637 703 1668">Foreign languages</th> <th data-bbox="823 1637 1273 1736">Percentage of the standard rate per week</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 1744 639 1776">One language</td> <td data-bbox="1015 1744 1078 1776">0.66</td> </tr> <tr> <td data-bbox="448 1785 663 1816">Two languages</td> <td data-bbox="1015 1785 1078 1816">0.99</td> </tr> <tr> <td data-bbox="448 1825 783 1856">Three or more languages</td> <td data-bbox="1015 1825 1078 1856">1.29</td> </tr> </tbody> </table>	Foreign languages	Percentage of the standard rate per week	One language	0.66	Two languages	0.99	Three or more languages	1.29				
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Amusement, Events and Recreation Award 2010 [MA000080] 1	Schedule B—Classification Structure	<p>B.4 Grade 3</p> <p>B4.4(k) Operates a passenger vehicle, handles animals, grades garments, maintenance, pattern making, animal health management, basic stable/animal compound management, operate games/amusement rides, specialised animal care, assistance with animal training, preparation of animal feed and animal care, animal management, maintenance of enclosures and gardens including pruning and irrigation, tour guide duties and presentations to the public, international host required to speak a second language, cocktail or specialised waiter, non-trade cooking, operate a food outlet, bookings and reservations, ordering stock and stock control, basic lifeguarding, security officer monitoring and operating CCTV systems.</p> <p>B.5 Grade 4</p> <p>B.5.2(e) Interpreter.</p> <p><i>Note: does not expand on definition of interpreters</i></p>																
Australian Bureau of Statistics (Interviewees) Enterprise Award 2016 [MA000143] 1	Clause 9—Allowances and reimbursements and Schedule B1	<p>9.8 Interviewing language allowance</p> <p>If an Interviewer is required to undertake an interview using language skills, other than English, they will be eligible to be paid an Interviewing Language Allowance for each hour for which they are required to use their language skills as follows:</p> <ul style="list-style-type: none"> (a) when undertaking a Grade 2 assignment: \$4.14 per hour; (b) when undertaking a Grade 3 assignment: \$2.91 per hour; (c) when undertaking a Grade 4 assignment: \$0.66 per hour. <p>B.1 Wage-related allowances</p> <p>The wage related allowances in this award are based on the hourly rate for the relevant grade.</p> <table border="1" data-bbox="542 1657 1308 2038"> <thead> <tr> <th>Allowance</th> <th>Payable</th> <th>% of relevant grade rate</th> <th>\$</th> </tr> </thead> <tbody> <tr> <td>Language skills allowance – Grade 2</td> <td>per hour</td> <td>18.45</td> <td>4.14</td> </tr> <tr> <td>Language skills allowance – Grade 3</td> <td>per hour</td> <td>12.3</td> <td>2.91</td> </tr> <tr> <td>Language skills allowance – Grade 4</td> <td>per hour</td> <td>2.53</td> <td>0.66</td> </tr> </tbody> </table>	Allowance	Payable	% of relevant grade rate	\$	Language skills allowance – Grade 2	per hour	18.45	4.14	Language skills allowance – Grade 3	per hour	12.3	2.91	Language skills allowance – Grade 4	per hour	2.53	0.66
Allowance	Payable	% of relevant grade rate	\$															
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Australian Capital Territory Public Sector Enterprise Award 2016 [MA000146] 1	Clause 12— Allowances and Schedule E— Definitions	<p>12.18 Community language allowance</p> <p>(a) Where, in providing client or staff services, the director-general determines there is a continuing need to utilise an employee’s particular language skills for communication in languages other than English, including deaf communication skills (both oral and sign language) and Aboriginal languages, and the employee’s language competence is of a standard set out in the table below, an allowance is payable in accordance with the rate adjacent to that standard</p> <table border="1" data-bbox="545 656 1461 1395"> <thead> <tr> <th data-bbox="545 656 699 745">Standard</th> <th data-bbox="699 656 1197 745">Level of competence</th> <th data-bbox="1197 656 1461 745">Rate of allowance \$ per week</th> </tr> </thead> <tbody> <tr> <td data-bbox="545 745 699 1126">CLA Rate 1</td> <td data-bbox="699 745 1197 1126">An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.</td> <td data-bbox="1197 745 1461 1126">20.51</td> </tr> <tr> <td data-bbox="545 1126 699 1395">CLA Rate 2</td> <td data-bbox="699 1126 1197 1395">An employee who: is certified by the NAATI as a Translator or Interpreter at level 2; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.</td> <td data-bbox="1197 1126 1461 1395">41.04</td> </tr> </tbody> </table> <p>(b) Employees who are classified as an Interpreter or Translator are not eligible for the allowance.</p> <p>(c) Eligible part-time employees are entitled to receive the allowance on a pro-rata basis.</p> <p><i>Note: does not expand on definition of interpreters or translators beyond table</i></p>	Standard	Level of competence	Rate of allowance \$ per week	CLA Rate 1	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	20.51	CLA Rate 2	An employee who: is certified by the NAATI as a Translator or Interpreter at level 2; or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	41.04
Standard	Level of competence	Rate of allowance \$ per week									
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Australian Government Industry Award 2016 [MA000153] 1	Schedule H— Employment conditions specific to	<p>Schedule H.6— Community language allowance</p> <p>H.6.1 Where, in providing client or staff services, Australian Hearing determines there is a continuing need to utilise an employee’s particular language skills for communication, (in languages other than English or utilising deaf communication skills), and the employee’s language competence is of the standard set out in the following table, an allowance is payable in accordance with the rate adjacent to that</p>									

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	<u>employ</u> <u>ees of</u> <u>Australi</u> <u>an</u> <u>Hearin</u> <u>g</u> <u>Service</u> <u>s</u> <u>Schedul</u> <u>e O—</u> <u>Employ</u> <u>ment</u> <u>conditi</u> <u>ons</u> <u>specific</u> <u>to</u> <u>employ</u> <u>ees of</u> <u>the</u> <u>Special</u> <u>Broadc</u> <u>asting</u> <u>Service</u> <u>Corpor</u> <u>ation</u>	<p>standard.</p> <table border="1" data-bbox="544 360 1442 1518"> <thead> <tr> <th data-bbox="544 360 719 465">Standard</th> <th data-bbox="722 360 1195 465">Level of competence</th> <th data-bbox="1198 360 1442 465">Rate per annum \$</th> </tr> </thead> <tbody> <tr> <td data-bbox="544 470 719 1211">CLA rate 1</td> <td data-bbox="722 470 1195 1211"> An employee who: passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is recognised by NAATI to possess equivalent proficiency; or is assessed to be at the equivalent level by an individual or body approved by the employer; or is waiting to be assessed by the above means and whose supervisor certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time as assessment is completed. </td> <td data-bbox="1198 470 1442 1211">1033.96</td> </tr> <tr> <td data-bbox="544 1216 719 1518">CLA rate 2</td> <td data-bbox="722 1216 1195 1518"> An employee who: is accredited or recognised by NAATI at the Paraprofessional Interpreter level or above; or is assessed to be at the equivalent levels by an individual or body approved by the employer. </td> <td data-bbox="1198 1216 1442 1518">2067.89</td> </tr> </tbody> </table> <p><i>Note: does not expand on definition of interpreters or translators beyond table</i></p> <p>H.11.1 Adjustment of wage related allowances</p> <p>(b) Summary of wage related allowances</p> <table border="1" data-bbox="448 1821 1461 2018"> <thead> <tr> <th data-bbox="448 1821 756 1946">Allowance</th> <th data-bbox="759 1821 908 1946">Clause</th> <th data-bbox="911 1821 1059 1946">Payable</th> <th data-bbox="1062 1821 1230 1946">% of standard rate</th> <th data-bbox="1233 1821 1461 1946">\$</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 1951 756 2018">Community language allowance</td> <td data-bbox="759 1951 908 2018">H.6.1</td> <td data-bbox="911 1951 1059 2018">Yearly</td> <td data-bbox="1062 1951 1230 2018">4424.31</td> <td data-bbox="1233 1951 1461 2018">1033.96</td> </tr> </tbody> </table>	Standard	Level of competence	Rate per annum \$	CLA rate 1	An employee who: passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is recognised by NAATI to possess equivalent proficiency; or is assessed to be at the equivalent level by an individual or body approved by the employer; or is waiting to be assessed by the above means and whose supervisor certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time as assessment is completed.	1033.96	CLA rate 2	An employee who: is accredited or recognised by NAATI at the Paraprofessional Interpreter level or above; or is assessed to be at the equivalent levels by an individual or body approved by the employer.	2067.89	Allowance	Clause	Payable	% of standard rate	\$	Community language allowance	H.6.1	Yearly	4424.31	1033.96
Standard	Level of competence	Rate per annum \$																			
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		– CLA rate 1																								
		Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2067.89																				
		District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90,135.64	21,064.70																				
		District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90,135.64	21,064.70																				
		O.7.1 Language allowance																								
		O.7.2 SBS will pay employees a language allowance of \$1541.22 per annum (pro rata for part-time employees) if:																								
		<ul style="list-style-type: none"> (a) they are engaged in the Broadcaster, Journalist or Broadcaster/Journalist classifications; and (b) their duties require the use of a language other than English; and (c) they have successfully completed a language assessment test as determined by SBS. 																								
		O.7.3 Language Allowance is to be included as salary for all purposes of the award.																								
		O.21.1(b) Summary of wage related allowances																								
		<table border="1"> <thead> <tr> <th data-bbox="459 1451 746 1541">Allowance</th> <th data-bbox="754 1451 898 1541">Clause</th> <th data-bbox="906 1451 1050 1541">Payable</th> <th data-bbox="1058 1451 1233 1541">% of standard rate</th> <th data-bbox="1241 1451 1465 1541">\$</th> </tr> </thead> <tbody> <tr> <td data-bbox="459 1552 746 1619">Language Allowance</td> <td data-bbox="754 1552 898 1619">O.7.2</td> <td data-bbox="906 1552 1050 1619">Annually</td> <td data-bbox="1058 1552 1233 1619">6594.85</td> <td data-bbox="1241 1552 1465 1619">1541.22</td> </tr> <tr> <td data-bbox="459 1630 746 1765">Visual Display Terminal Allowances – Cadet Journalist</td> <td data-bbox="754 1630 898 1765">O.7.4(a)</td> <td data-bbox="906 1630 1050 1765">Annually</td> <td data-bbox="1058 1630 1233 1765">7223.14</td> <td data-bbox="1241 1630 1465 1765">1688.05</td> </tr> <tr> <td data-bbox="459 1776 746 1910">Visual Display Terminal Allowances – Journalist Level 1</td> <td data-bbox="754 1776 898 1910">O.7.4(a)</td> <td data-bbox="906 1776 1050 1910">Annually</td> <td data-bbox="1058 1776 1233 1910">9664.26</td> <td data-bbox="1241 1776 1465 1910">2258.54</td> </tr> </tbody> </table>					Allowance	Clause	Payable	% of standard rate	\$	Language Allowance	O.7.2	Annually	6594.85	1541.22	Visual Display Terminal Allowances – Cadet Journalist	O.7.4(a)	Annually	7223.14	1688.05	Visual Display Terminal Allowances – Journalist Level 1	O.7.4(a)	Annually	9664.26	2258.54
Allowance	Clause	Payable	% of standard rate	\$																						
Language Allowance	O.7.2	Annually	6594.85	1541.22																						
Visual Display Terminal Allowances – Cadet Journalist	O.7.4(a)	Annually	7223.14	1688.05																						
Visual Display Terminal Allowances – Journalist Level 1	O.7.4(a)	Annually	9664.26	2258.54																						

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		Visual Display Terminal Allowances – Journalist Level 2	O.7.4(a)	Annually	13,015.50	3041.72									
		Visual Display Terminal Allowances – Journalist Level 3 and 4	O.7.4(a)	Annually	14,170.21	3311.58									
		Journalist Level 4 – per annum amount for calculation of overtime	O.11.1(a), O.12.79a), O.12.7(a)	Annual	236,735.36	55,325.05									
<i>Note: does not expand on definition of interpreters or translators beyond table</i>															
Australian Public Service Enterprise Award 2015 [MA000124]	Clause 11— Allowances Schedule B— Summary of Monetary Allowance	<p>11.15 Community language allowance</p> <p>(a) Where, in providing client or staff services, the Agency Head determines there is a continuing need to utilise an employee’s particular language skills for communication (in languages other than English including deaf communication skills) and the employee’s language competence is of a standard set out in the table below, an allowance is payable in accordance with the rate adjacent to that standard.</p> <table border="1" data-bbox="544 1285 1461 1993"> <thead> <tr> <th data-bbox="544 1285 735 1379">Standard</th> <th data-bbox="738 1285 1177 1379">Level of competence</th> <th data-bbox="1181 1285 1461 1379">Allowance \$</th> </tr> </thead> <tbody> <tr> <td data-bbox="544 1384 735 1576">CLA Rate 1</td> <td data-bbox="738 1384 1177 1576">An employee who has adequate language skills, as determined by an individual or body approved by the Agency Head, for simple communication.</td> <td data-bbox="1181 1384 1461 1576">20.51 per week</td> </tr> <tr> <td data-bbox="544 1581 735 1993">CLA Rate 2</td> <td data-bbox="738 1581 1177 1993">An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at any level; or is assessed to be at the equivalent levels by an individual or body approved by the Agency Head.</td> <td data-bbox="1181 1581 1461 1993">41.03 per week</td> </tr> </tbody> </table>					Standard	Level of competence	Allowance \$	CLA Rate 1	An employee who has adequate language skills, as determined by an individual or body approved by the Agency Head, for simple communication.	20.51 per week	CLA Rate 2	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at any level; or is assessed to be at the equivalent levels by an individual or body approved by the Agency Head.	41.03 per week
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		<p>B.1 Wage Related Allowances</p> <p>The wage related allowances in this award are based on the standard rate as defined in Schedule E as the minimum hourly rate for an APS Level 2 in clause 10.3 = \$23.37.</p> <table border="1" data-bbox="539 510 1461 831"> <thead> <tr> <th>Allowance</th> <th>Clause</th> <th>Payable</th> <th>% of standard rate</th> <th>\$</th> </tr> </thead> <tbody> <tr> <td>First aid</td> <td>11.4</td> <td>weekly</td> <td>51.32%</td> <td>11.99</td> </tr> <tr> <td>Community language allowance</td> <td rowspan="3">11.5</td> <td rowspan="3">weekly</td> <td></td> <td></td> </tr> <tr> <td>CLA Rate 1</td> <td>87.76%</td> <td>20.51</td> </tr> <tr> <td>CLA Rate 2</td> <td>175.56%</td> <td>41.03</td> </tr> </tbody> </table> <p><i>Note: does not expand on definition of interpreters or translators beyond table</i></p>	Allowance	Clause	Payable	% of standard rate	\$	First aid	11.4	weekly	51.32%	11.99	Community language allowance	11.5	weekly			CLA Rate 1	87.76%	20.51	CLA Rate 2	175.56%	41.03
Allowance	Clause	Payable	% of standard rate	\$																			
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Community language allowance	11.5	weekly																					
CLA Rate 1			87.76%	20.51																			
CLA Rate 2			175.56%	41.03																			
<p><u>Broadcasting, Recorded Entertainment and Cinemas Award 2010 [MA000091]</u></p>	<p><u>Clause 18—Allowances Schedule B—Television Broadcasting</u></p>	<p>18.6 Language allowance</p> <p>(a) Where an Indigenous employee is required to have a recognised proficiency in English as well as that employee’s traditional Aboriginal and Torres Strait Islander language for the performance of the employee’s duty, the employer will pay the employee an allowance as follows:</p> <p>(i) Level 1—159.66% of the standard rate per annum</p> <p>Level 1 is an elementary level. This level is appropriate for employees who are capable of using a minimal knowledge of language for general communication.</p> <p>(ii) Level 2—319.64% of the standard rate per annum</p> <p>Level 2 represents a level of ability for the ordinary purpose of general business, conversation, reading, writing and production.</p> <p>(b) The employee is required to obtain bilingual accreditation through a recognised Aboriginal and Torres Strait Islander Language Centre/Group or an alternative agency agreed to between the employer and the employee. This proof of language proficiency must be obtained before the employee is entitled to this allowance.</p> <p>B.1 Classifications</p> <p>B.1.1(g) Subtitler</p>																					

Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances
		<p>(i) Subtitlers translate foreign languages into English (or visa-versa) to be used as subtitles for a television broadcast or for the release of content on other digital platforms as part of the broadcasting and recorded entertainment industry.</p> <p>(ii) Subtitling may involve the use of a range of computer technology (e.g. keyboard text entry, voice recognition or automatic translation) across a range of program types including general translations for recorded narrations for documentaries. It requires the use of computer equipment and software programs to achieve this. It requires high level English and foreign language skills, bilingualism and high level aural and written comprehension. It requires qualifications and accreditation in translation. It may require research skills in preparing subtitles including research into the social, cultural, scientific and historic background of program content.</p> <p>B.1.1(h) Subtitling Editor</p> <p>(i) Subtitling Editors edit, check and prepare subtitles created by a Subtitler for a television broadcast or for the release of content on other digital platforms as part of the broadcasting, recorded entertainment and cinema industry.</p> <p>(ii) Subtitling may involve the use of a range of computer technology (e.g. keyboard text entry, voice recognition or automatic translation) across a range of program types including general translations for recorded narrations for documentaries. It requires the use of computer equipment and software programs to achieve this. It requires high level English language skills and familiarity with a wide range of idiomatic English. A broad general knowledge is essential. The role of a subtitling editor is to make subtitles accessible to the reader and through the manipulation of syntax and the deployment of linguistic and cultural sensitivity, suitable for broadcast. It may require research skills in preparing subtitles including research into the social, cultural, scientific and historic background of program content. A graduate degree may be required.</p> <p>B.1.23(b) Captioner / Audio Describer and Subtitlers / Subtitling Editors</p> <p>(b) Subtitler and subtitling editor in training</p> <p>Skills, competencies, duties and responsibilities held and</p>

Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances
		<p>exercised</p> <ul style="list-style-type: none"> (i) Less than 12 months continuous service (ii) In the course of being trained as a subtitler or subtitling editor (iii) Subject to close supervision (iv) If a subtitler, has relevant qualifications and accreditation as a translator in at least one LOTE (v) Advanced translation skills or advanced editing skills (vi) Utilises knowledge of both formal and idiomatic English (vii) Conducts background research into programs <p>Upon successful completion of approximately 1 years continuous service training the employee is to be progressed to subtitler or subtitling editor.</p> <p>B.1.23(f) Subtitler</p> <p>Skills, competencies, duties and responsibilities held and exercised</p> <ul style="list-style-type: none"> (i) Has more than 12 months continuous service (ii) Has relevant qualifications and accreditation as a translator in at least one LOTE (iii) Excellent translation skills (iv) Has a good knowledge of both formal and idiomatic English (v) Provides assistance and mentorship to other subtitlers (vi) Has discretion and judgment over own work (vii) High levels of accuracy and productivity (viii) Conducts background research into programs <p><i>Note: does not expand on definition of interpreters or translators beyond classification descriptions</i></p>
<u>Christmas Island</u>	<u>Clause 11—</u>	11.10 Interpreting allowance

Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances
Administration Enterprise Award 2016 [MA000149]	Allowances	<p>(a) An annual interpreting allowance shall be paid to an employee where the employee is able to communicate effectively in English as well as in a community language other than English, and the employee is required by the employer to perform interpreting and/or translating duties in the normal performance of their duties, on a continuing basis.</p> <p>(b) The interpreting allowance shall be \$864.04 per year.</p> <p><i>Note: does not expand on definition of interpreters</i></p>
Health Professionals and Support Services Award 2010 [MA000027]	Clause 18— Allowances Schedule B— Classification Definitions	<p>18.9 Occasional interpreting allowance</p> <p>An employee not employed as a full-time interpreter who is required to perform interpreting duties will receive an additional 0.11% of the standard rate on each occasion with a maximum additional payment of 1.27% of the standard rate per week.</p> <p>B.1.5 Support Services employee—level 5</p> <p>An employee at this level:</p> <ul style="list-style-type: none"> • is capable of functioning semi autonomously, and prioritising their own work within established policies, guidelines and procedures; • is responsible for work performed with a substantial level of accountability; • works either individually or in a team; • in the case of an administrative/clerical employee, requires a comprehensive knowledge of medical terminology and/or a working knowledge of health insurance schemes; • may require basic computer knowledge or be required to use a computer on a regular basis; • possesses administrative skills and problem solving abilities; • possesses well developed communication, interpersonal and/or arithmetic skills; and • requires substantial on-the-job training and may require formal qualifications at trade or certificate level and/or relevant skills training or experience. <p>Indicative roles performed at this level are:</p>

Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances																														
		<table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">General and administrative services</td> <td style="width: 33%;">Food services</td> <td style="width: 33%;">Technical and clinical</td> </tr> <tr> <td>Interpreter (unqualified)</td> <td>Senior cook</td> <td>Dental assistant</td> </tr> <tr> <td>Medical audio typist</td> <td></td> <td>Orthotic technician</td> </tr> <tr> <td>Medical imaging administration</td> <td></td> <td>Pathology collector</td> </tr> <tr> <td>Medical stenographer</td> <td></td> <td>Personal care worker grade 4</td> </tr> <tr> <td>Secretary</td> <td></td> <td>Pharmacy technician</td> </tr> <tr> <td></td> <td></td> <td>Theatre technician</td> </tr> </table> <p>B.1.7 Support Services employee—level 7</p> <p>An employee at this level:</p> <ul style="list-style-type: none"> • is capable of functioning autonomously, and prioritising their work and the work of others within established policies, guidelines and procedures; • is responsible for work performed with a substantial level of accountability and responsibility; • may supervise the work of others, including work allocation, rostering and guidance; • works either individually or in a team; • may require comprehensive computer knowledge or be required to use a computer on a regular basis; • possesses developed administrative skills and problem solving abilities; • possesses well developed communication, interpersonal and/or arithmetic skills; and • may require formal qualifications at trade or Advanced Certificate or Associate Diploma level and/or relevant skills training or experience. <p>Indicative roles performed at this level are:</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">General and administrative services</td> <td style="width: 33%;">Food services</td> <td style="width: 33%;">Technical and clinical</td> </tr> <tr> <td>Gardener superintendent</td> <td>Food services supervisor</td> <td>Personal care worker grade 5</td> </tr> <tr> <td>General clerical supervisor</td> <td>Senior chef</td> <td>Technical and therapy</td> </tr> </table>	General and administrative services	Food services	Technical and clinical	Interpreter (unqualified)	Senior cook	Dental assistant	Medical audio typist		Orthotic technician	Medical imaging administration		Pathology collector	Medical stenographer		Personal care worker grade 4	Secretary		Pharmacy technician			Theatre technician	General and administrative services	Food services	Technical and clinical	Gardener superintendent	Food services supervisor	Personal care worker grade 5	General clerical supervisor	Senior chef	Technical and therapy
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Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances																		
		<p>General services supervisor supervisor</p> <p>Interpreter (qualified)</p> <p>Medical imaging Administration</p> <p><i>Note: does not expand on definition of interpreters</i></p>																		
<p><u>Nurses and Midwives (Victoria) State Reference Public Sector Award 2015 [MA000125]</u> <u>1</u></p>	<p><u>Clause 3— Definitions and interpretation</u></p> <p><u>Clause 14— Allowances</u></p>	<p>3.1 In this award, unless the contrary intention appears:</p> <p>NAATI means the National Accreditation Authority for Translators and Interpreters</p> <p>14.8 Qualified interpreters (EN only)</p> <p>(a) In addition to any amount payable under the salary and allowance clauses of this award, any person employed as an interpreter (qualified) and who is accredited by the National Accreditation Authority for Translators and Interpreters (NAATI) shall receive the following additional payment per week:</p> <table border="0" style="margin-left: 40px;"> <tr> <td></td> <td style="text-align: right;">\$ per week</td> </tr> <tr> <td>In their second year</td> <td style="text-align: right;">9.29</td> </tr> <tr> <td>In their third year</td> <td style="text-align: right;">32.41</td> </tr> <tr> <td>In their fourth year</td> <td style="text-align: right;">59.41</td> </tr> </table> <p>(ii) Interpreter/Translator Grade 2 (NAATI Accreditation Level 3)</p> <table border="0" style="margin-left: 40px;"> <tr> <td></td> <td style="text-align: right;">\$ per week</td> </tr> <tr> <td>In their first year</td> <td style="text-align: right;">90.37</td> </tr> <tr> <td>In their second year</td> <td style="text-align: right;">116.86</td> </tr> <tr> <td>In their third year</td> <td style="text-align: right;">142.30</td> </tr> <tr> <td>In their fourth year</td> <td style="text-align: right;">167.61</td> </tr> </table> <p>(b) Occasional interpreting</p> <p>An employee not employed as a full interpreter who is required to perform interpreting duties shall receive an additional \$0.89 on each occasion with a maximum payment of \$11.13 per week.</p>		\$ per week	In their second year	9.29	In their third year	32.41	In their fourth year	59.41		\$ per week	In their first year	90.37	In their second year	116.86	In their third year	142.30	In their fourth year	167.61
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		<p>(c) The amounts in 14.8(a) and (b) will be adjusted in accordance with the percentage movements in the weekly wage rates in Schedule A.</p> <p><i>Note: does not expand on definition of interpreters or translators</i></p>																			
<p>Parliamentary Department's Staff Enterprise Award 2016 [MA000145]</p>	<p>Clause 11— Allowances</p> <p>Schedule B— Summary of Monetary Allowances</p>	<p>11.15 Community language allowance</p> <p>(b) Criterion</p> <p>Where, in providing client or employee services, the Secretary determines there is a continuing need to utilise an employee's particular language skills for communication (in languages other than English including deaf communication skills) and the employee's language competence is of a standard set out in the table below, an allowance is payable in accordance with the rate adjacent to that standard.</p> <table border="1" data-bbox="563 920 1386 1664"> <thead> <tr> <th data-bbox="569 929 746 1048">Standard</th> <th data-bbox="753 929 1195 1048">Level of competence</th> <th data-bbox="1201 929 1380 1048">Allowance \$ per week</th> </tr> </thead> <tbody> <tr> <td data-bbox="569 1057 746 1249">CLA Rate 1</td> <td data-bbox="753 1057 1195 1249">An employee who has adequate language skills, as determined by an individual or body approved by the Secretary, for simple communication.</td> <td data-bbox="1201 1057 1380 1249">20.51</td> </tr> <tr> <td data-bbox="569 1258 746 1655">CLA Rate 2</td> <td data-bbox="753 1258 1195 1655"> An employee who: <ul style="list-style-type: none"> • is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at any level; or • is assessed to be at the equivalent levels by an individual or body approved by the Secretary. </td> <td data-bbox="1201 1258 1380 1655">41.03</td> </tr> </tbody> </table> <p><i>Note: table contains definition of translator or interpreter</i></p> <p>B.1. Wage Related Allowances</p> <p>The wage related allowances in this award are based on the Standard rate as defined in Schedule—E as the minimum hourly rate for an Australian Parliamentary Service Level 2 in clause 10.3 = \$23.37.</p> <table border="1" data-bbox="448 1944 1386 2022"> <thead> <tr> <th data-bbox="454 1953 738 2022">Allowance</th> <th data-bbox="745 1953 869 2022">Clause</th> <th data-bbox="876 1953 1038 2022">Payable</th> <th data-bbox="1045 1953 1249 2022">% of the Standard rate</th> <th data-bbox="1256 1953 1380 2022">\$</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Standard	Level of competence	Allowance \$ per week	CLA Rate 1	An employee who has adequate language skills, as determined by an individual or body approved by the Secretary, for simple communication.	20.51	CLA Rate 2	An employee who: <ul style="list-style-type: none"> • is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at any level; or • is assessed to be at the equivalent levels by an individual or body approved by the Secretary. 	41.03	Allowance	Clause	Payable	% of the Standard rate	\$					
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Modern award	Clause	Clause referring to translators and/or interpreters and/or language allowances				
		First aid	11.14	weekly	51.32	11.99
		Community language	11.15	weekly		
		Rate 1			87.76	20.51
		Rate 2			175.56	41.03