

**IN THE FAIR WORK COMMISSION**

**Matter No.: Am2018/26**

**S 156 – 4 Yearly Review Of Modern Awards – Social, Community, Home Care And Disability Services Industry Award 2010**

**SUBMISSION OF THE AUSTRALIAN SERVICES UNION**

1. This submission is made in response to the Directions issued by the Fair Work Commission on 1 May 2019 in relation to *Social, Community, Home Care and Disability Services Industry Award 2010* ('SCHDS Award').
2. The Australian Services Union relies on its submissions on these matters made on 17 May 2019.

**Modern Award and other industrial instruments that contain community language allowances**

3. The Commission directed the parties to comment on the Background Document setting out details of modern awards and modern enterprise awards that either contain references to translators and/or interpreters or contain some form of language allowance. The ASU filed submissions on this matter on 17 May 2019.
4. We also note the submissions made by Australian Federation of Employers and Industries ('AFEI'), Australian Business Industrial ('ABI') and the National Disability Services ('NDS') ('**collectively the Employers**') regarding the list of modern award containing references to translators and interpreters.
5. Further, the Commission directed the ASU and AIG to file a joint position on other industrial instruments that contain community language allowances. An agreed list of 39 industrial instruments was filed by ASU and the AIG was filed on 17 May 2018.
6. We will address the joint material and reply to employer submissions concurrently, given that the material is substantially similar.

**Other industrial instruments that contain community language allowances**

7. As we noted in relation to the list of Modern Awards published by the Fair Work Commission in our submissions of 17 May 2019, many industrial instruments recognise and remunerate language skills. However, there is significant diversity in the means by which those industrial instruments achieve that goal.
8. At **Annexure A** is a summary of the ASU's analysis of the 'Other Industrial Instruments' material. This analysis shows that:
  - a. many awards in the community, local government, public services, and private sectors provide for language skill related allowances; but
  - b. there is no standard rate of remuneration for the with the use of language skills in Modern Awards;
  - c. there is no standard way of describing the use of language skills in Modern Awards;

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- d. many awards provide allowances for language skills without requiring accreditation as a condition of payment.

### Public Sector Awards

9. The AFEI and ABI wrongly submit that public sector awards and industrial instruments are irrelevant to our proposed allowance. Public sector industrial instruments are relevant to the ASU's claim because of the recognised similarity between the work performed by employees in the social and community sector and the public sector. This finding was basis of the decision by the Full Bench in the 2012 Equal Remuneration Case.<sup>1</sup>
10. However, each award must be reviewed in their own right under s 156(5), so the '*review must be conducted by reference to the particular terms and the particular operation of each particular award*'.<sup>2</sup> Consequently, the ASU's case is directed to the particular circumstances of the SCHDS Award and the social and community Sector. Our claim is not identical to provisions in the public sector awards.

### Accreditation

11. The modern awards and other industrial instruments are relevant to the question of whether accreditation should be a prerequisite for the payment of the allowance. Accreditation is not a standardised requirement for the payment of language related allowances in either the federal or state industrial relations systems.

### *Public sector industrial instruments*

12. A number of Commonwealth Public sector awards and industrial instruments provide for community language allowances. While most of these award provide for formal accreditation as one form that evidence of fluency in a language may take, most also allow other assessments of the employee's fluency to be made.
13. For example, clause D7 of the *Department of Human Services Enterprise Agreement 2017-2020* provides for community language allowance for bilingual staff.<sup>3</sup> This clause does not require accreditation, simply that the employee have '*language competency of the required standard*'.
14. The Department explained the operation of the clause in a 2012 submission to the House of Representatives Committee on Aboriginal and Torres Strait Islander Affairs Inquiry into language learning in indigenous communities. DHS stated that eligibility for the community language allowance for a bilingual speaker of an indigenous language requires verification from an indigenous elder that the candidate is fluent in the language.<sup>4</sup>
15. DHS went on to explain the difficulty of requiring formal accreditation:

*While this allows the department to provide a limited bilingual service, we would prefer to develop more controlled testing arrangements to meet our duty of care obligations to customers.*

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<sup>1</sup> See *Equal Remuneration Case* [2011] FWAFB 2700, [242]; and *Equal Remuneration Case* [2012] FWAFB 1000, [8].

<sup>2</sup> *National Retail Association v Fair Work Commission* [2014] FCAFC 118, [85].

<sup>3</sup> *Department of Human Services Agreement 2017-2020*, C1 D7.

<sup>4</sup> Department of Human Services, Submission to the House of Representatives Committee on Aboriginal and Torres Strait Islander Affairs *Inquiry into Language Learning in Indigenous Communities*, 2012, p 8. ('**DHS Submission**')

*The department has approached its testing agency, the University of New South Wales to source interpreters who can act as examiners for the Community Language Allowance test. Despite approaches to the Aboriginal Interpreter Service, various Language Centres and other university campuses, the University of New South Wales has been unable to source examiners with sufficient English literacy to conduct the examinations. This highlights another serious deficiency in the Indigenous language field.<sup>5</sup>*

16. The reference instrument for that DHS agreement is the *Australian Public Service Enterprise Award 2015*. This provides for a community language allowance at clause 11.15. It provides for two rates according to levels of competence, neither of which require formal accreditation.

17. CLRA Rate 1 is paid to:

*An employee who has adequate language skills, as determined by an individual or body approved by the Agency Head, for simple communication. [Emphasis added]*

18. CLRA Rate 2 is paid to:

*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.*  
[Emphasis added]

19. Accreditation is not a standard requirement in public sector awards.

#### *Private sector awards*

20. Further, the AFEI submits that no private sector award requires the payment of language allowance without accreditation. This is untrue. By way of example, the Clause 21.14 of the *Airline Operations – Ground Staff Award 2010* provides for a ‘foreign language allowance’ that does not require the employee to be accredited to be eligible. Similarly, the *Health Professionals and Support Services Award 2010* do not require any accreditation for payment of the ‘occasional interpreting allowance’.

#### *Conclusion*

21. Accreditation should not be a requirement for the payment of a community language allowance in the SCHDS Award.

22. Firstly, the SCHDS Award generally does not rely on qualifications to demonstrate skill. For example, the ‘Requirements of the position’ for a SACS Employee Level 7 (the second highest classification for SACS employees) may require qualifications at tertiary level, lesser formal qualifications or ‘a combination of experience, expertise and competence sufficient to perform the duties required at this level’.<sup>6</sup> Similarly, a person could be classified at SACS Employee Level 8 if they have ‘attained through previous appointments, service and/or study with a combination of experience, expertise and competence sufficient to perform the duties of the position’.<sup>7</sup> This

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<sup>5</sup> DHS Submission, p8.

<sup>6</sup> SCHDS Award, clause B.7.3(a).

<sup>7</sup> SCHDS Award, clause B.8.3(b).

recognises that employees may have skills and experience achieved through experience, without necessarily having attained formal qualifications.

23. Indeed, it may be difficult to find accreditation in languages that are spoken by few people in Australia. This may lead to the perverse situation where one employee is paid the allowance because accreditation is available, but the speaker of a less common language will not be paid the allowance because they cannot be accredited.
24. As noted in our submissions of 17 May 2019, the evidence before the Commission shows that the SACS sector already relies on community language skills of employees without requiring those employees to seek accreditation.<sup>8</sup> It is likely that if formal accreditation was made a prerequisite for being paid the allowance, employers would simply continue using the community language skills of their unaccredited employees without being required to pay the allowance. It would be unfair to impose such a requirement.

#### Quantum of the allowance

25. AFEI and ABI have submitted that the rates proposed by the ASU are excessive compared to those found in other awards. The rates proposed by the ASU reflect the circumstances of the social and community sector. The employees who would receive these allowances deal with vulnerable communities and highly sensitive issues while using their extensive professional skills. This is shown by the evidence of Ms Ruchita and Ms Nadia Saleh.<sup>9</sup>
26. In any case, if the Commission is satisfied that a community languages allowance is necessary to meet the modern awards objective, but is not satisfied that the quantum proposed by the ASU is appropriate, it does not need to make any order in the form sought by the ASU.

#### **Community language skills and the classification structure**

27. In addition to our submissions of 17 May 2019, the ASU makes the following submission in reply. The employers have seized upon various general references to basic interpersonal and communication skills in the modern award to say that the classifications contemplate the use of community language skills. However, as noted in our submissions of 17 May 2019, the history of the SACS and Crisis Accommodation classification structure, including the close analysis of the skills required in the jobs covered by the classifications in the 2012 Equal Remuneration Decision and the Queensland Equal Remuneration Decision, goes against this submission. While the classification structure is broad, it is not so broad as to encompass any skill or ability.
28. Further, while many people speak languages other than English in Australia, only small numbers of people speak any particular language. In the 2016 Census, 21 per cent of Australians reported speaking a language other than English in the home.<sup>10</sup> While that is a significant proportion of the

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<sup>8</sup> See Statement of Nadia Saleh, tendered marked as Exhibit ASU2 on 16 April 2019 ('**Saleh Statement**'); Statement of Ruchita tendered and marked as Exhibit ASU1 on 16 April 2019 ('**Ruchita Statement**'), [4], [9]-[13]; Statement of Lou Bacchiella tendered and marked as Exhibit ASU4 on 16 April 2019 ('**Bacchiella Statement**'), [10].

<sup>9</sup> Saleh Statement [21], [23]-[27], [35]; Ruchita [14]-[17], [22].

<sup>10</sup> Australian Bureau of Statistics, *Cultural Diversity in Australia 2016* (28 June 2017) 2071.0 - Census of Population and Housing: Reflecting Australia - Stories from the Census, 2016 <<https://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2071.0~2016~Main%20Features~Cultural%20Diversity%20Article~60>>.

population, no more than 2.5% of the population spoke any one language at home.<sup>11</sup> Indigenous language speakers are even rarer, only 63,754 persons reported speaking an Australian Indigenous language in the home.<sup>12</sup> While this data does not capture every fluent language speaker,<sup>13</sup> it is the best evidence of both our community's needs and the availability of community language skills. Consequently, any particular language skill is highly specialised. This supports our submission that community language skills are not accounted for in the classification structure where it refers to basic communication skills.

### **Industry data and equal remuneration order**

29. We note the ASU, NDS and AFEI joint position regarding rates of pay under the equal remuneration order. The ASU has the following additional comments.
30. The Fair Work Ombudsman publishes pay summaries for employees covered by the ERO and TPEO. They are available on the Fair Work Commission website.<sup>14</sup> This may assist the Commission in updating the information note.
31. Further, the majority of SACS and Crisis Accommodation employees work part-time hours. Comparisons of minimum full-time weekly wages, such as that presented by the Information Note, will not accurately represent incomes in the sector. Many employees will be low income employees, even if their hourly rate of pay is higher than the two thirds of the median full-time hourly rate of pay benchmark for low paid status. We respectfully suggest that the Information Note should be updated to provide more industry specific data about part-time hours and incomes.

**AUSTRALIAN SERVICES UNION**  
**4 JUNE 2019**

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<sup>11</sup> Ibid.

<sup>12</sup> Australian Bureau of Statistics, *Main Language spoke at home* (16 February 2018) 2076.0 - Census of Population and Housing: Characteristics of Aboriginal and Torres Strait Islander Australians <<https://www.abs.gov.au/AUSSTATS/abs@.nsf/Latestproducts/2076.0Main%20Features1012016?opendocument&tabname=Summary&prodno=2076.0&issue=2016&num=&view=>>>.

<sup>13</sup> See, for example the Ruchita Statement at [4]. Ms Ruchita speaks Punjabi in the home, but is also fluent in Hindi and Urdu.

<sup>14</sup> See <https://www.fairwork.gov.au/pay/minimum-wages/social-and-community-services-industry-pay-rates>.

**Annexure A**

	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
1.	<a href="#">North Australian Aboriginal Justice Agency Enterprise Agreement 2015-2019.</a>	<a href="#">Clause 15</a> defines and creates an allowance.	<ul style="list-style-type: none"> <li>• \$2500 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• CEO may approve where certain conditions are met.</li> <li>• Where language skills are required for communication in languages other than English; and</li> <li>• Where the employee's language competence passes the Language Aide Test</li> </ul>
2.	<a href="#">Australian Fisheries Management Authority Enterprise Agreement 2016.</a>	<a href="#">Clause 48</a> defines and creates an allowance. <a href="#">Schedule H</a> Specifies allowance.	<ul style="list-style-type: none"> <li>• Level 1 - \$1043 p.a.</li> <li>• Level 2 - 2,425 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Only eligible where the Agency Head determines there is an identifiable and continuing operational need</li> <li>• Level 1 = passes NAATI test or equivalent</li> <li>• Level 2 = professional interpreter or higher</li> </ul>
3.	<a href="#">Northern Territory Council of Social Service Inc. (NTCOSS) Enterprise Agreement 2017</a>	<a href="#">Clause 15</a> defines and creates an allowance.	<ul style="list-style-type: none"> <li>• \$876 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Executive Director may approve where certain conditions are met.</li> </ul>

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	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
				<ul style="list-style-type: none"> <li>• Where language skills are required for communication in languages other than English; and</li> <li>• Where the employee's language competence passes the Language Aide Test</li> </ul>
4.	<a href="#">Central Australian Aboriginal Family Legal Unit Aboriginal Employee Collective Agreement 2013 – 2017</a>	<a href="#">Clause 20</a> defines and creates an allowance.	<ul style="list-style-type: none"> <li>• \$2,100 p.a. where accredited by NAATI</li> <li>• \$750 p.a. where not accredited but acknowledged by CEO as being a fluent speaking indigenous language speaker</li> </ul>	<ul style="list-style-type: none"> <li>• CEO may approve where certain conditions are met.</li> <li>• Where language skills are required for communication in languages other than English; and</li> <li>• Where the employee's language competence passes the Language Aide Test</li> </ul>
5.	<a href="#">Indian Ocean Territories (Administration) Enterprise Agreement 2018</a>	<a href="#">Clause 5.09</a> defines and creates an allowance.	• \$47.13 per fortnight	• The employer will approve the allowance payment where the employee can communicate in a community language on a continuing basis

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	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
				as part of their normal duties
6.	<a href="#">Central Land Council Enterprise Agreement 2017-2020</a>	<a href="#">Clause 20</a> specifies an allowance exists and refers to a Community Language Policy.	<ul style="list-style-type: none"> <li>Unknown – in policy</li> </ul>	<ul style="list-style-type: none"> <li>Where the Director determines there is a need to use an employee’s language (Aboriginal language) for communication an allowance is payable</li> <li>Details are in the Community Language Policy</li> </ul>
7.	<a href="#">Fair Work Ombudsman Enterprise Agreement 2011 – 2014</a>	<a href="#">Clause 63</a> defines and creates an allowance.	<ul style="list-style-type: none"> <li>\$700 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>Agency may approve payment of allowance where there is an identifiable and continuing need</li> </ul>
8.	<a href="#">Department of Agriculture and Water Resources Enterprise Agreement 2017-20</a> □	<a href="#">Clause 29.8</a> defines and creates an allowance.	<ul style="list-style-type: none"> <li>\$928 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>Employee will be paid allowance when accredited by NAATI and the secretary determine each year that you use the language in your workplace on a regular and continuing basis</li> <li>Cost of accreditation</li> </ul>



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	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
				will be met by Employer
9.	<a href="#">Department of the Environment and Energy Enterprise Agreement 2016–2019</a>	<a href="#">Clause 5.17</a> specifies an allowance exists and refers to a Community Language Policy.	<ul style="list-style-type: none"> <li>• Level 1 - \$967 p.a.</li> <li>• Level 2 - \$1930 p.a.</li> <li>• Level 3 \$3,193 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Where the Delegate determines there is a need to use an employee's particular language skill an allowance is payable</li> <li>• Allowance is determined on three levels of competence</li> <li>• Details are in the Community Language Allowance Policy</li> </ul>
10.	<a href="#">Aboriginal Hostels Limited Enterprise Agreement 2017</a>	<a href="#">Clause 4.11</a> defines and creates an allowance.	<ul style="list-style-type: none"> <li>• \$25.00 per fortnight</li> </ul>	<ul style="list-style-type: none"> <li>• Where an employee is recognised as utilising a particular language skill and there is an identifiable and continuing need and the employee has the required level of competency an allowance will be paid</li> </ul>
11.	<a href="#">Lake Macquarie City Council Enterprise Agreement 2018</a>	<a href="#">Clause 18</a> – states provisions of the <a href="#">Local Government (State) Award 2017</a> for Community Language will apply	<ul style="list-style-type: none"> <li>• \$23.10 per week</li> </ul>	<ul style="list-style-type: none"> <li>• The provision of the Local Government (State) Award 2017 for</li> </ul>

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	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
		Table 2 - allowances		Community Language will apply
12.	<a href="#">National Disability Insurance Agency Enterprise Agreement 2016-2019</a>	<a href="#">Clause 6.3</a> - specifies an allowance exists and refers to a policy on allowances.	<ul style="list-style-type: none"> <li>• Rate 1 - \$1009</li> <li>• Rate 2 - \$2024</li> </ul>	<ul style="list-style-type: none"> <li>• Where CEO determines there is a continuing need to utilise a particular language skill</li> <li>• Further details in the policy on allowances</li> </ul>
13.	<a href="#">Australian Taxation Office (ATO) Enterprise Agreement 2017</a>	<a href="#">Clause 25</a> creates the clause <a href="#">Attachment A, Schedule 4</a> - Specifies allowance	<ul style="list-style-type: none"> <li>• Level 1 - \$1,118</li> <li>• Level 2 - \$2,226</li> </ul>	<ul style="list-style-type: none"> <li>• Paid when language skills are required for communication in languages other than English</li> <li>• Paid when there is an identifiable and continuing need</li> <li>• Level 1 = passes NAATI test or equivalent</li> <li>• Level 2 = professional interpreter or higher</li> </ul>
14.	<a href="#">Department of Health Enterprise Agreement 2019-2022</a>	<a href="#">Clause 61</a> - specifies an allowance exists and refers to an Allowances policy.	<ul style="list-style-type: none"> <li>• Unknown – in policy</li> </ul>	<ul style="list-style-type: none"> <li>• With Secretary's approval an employee may receive payment of a community language allowance</li> </ul>

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	Award/Agreement	General Position	Rate	Notes
				<ul style="list-style-type: none"> <li>• Further information in Allowances Policy</li> </ul>
15.	<a href="#">Department of Social Services Enterprise Agreement 2018 to 2021</a>	<a href="#">Clause 4.4</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>• Rate 1 - \$1000 p.a.</li> <li>• Rate 2 - \$2005 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Paid where the Secretary determines there is a continuing need to utilise an employee's language skill</li> <li>• Rate 1 = passes NAATI test or equivalent or is assessed to be at equivalent level by the Secretary or approved body</li> <li>• Rate 2 = professional interpreter or higher or is assessed to be at equivalent level by the Secretary or approved body</li> </ul>
16.	<a href="#">Office of the Commonwealth Ombudsman Enterprise Agreement 2017-2020</a>	<a href="#">Clause 50</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>• Rate 1 - \$848 p.a.</li> <li>• Rate 2 - \$1696 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Paid where the Ombudsman determines there is a continuing need to utilise an employee's language skill</li> <li>• Rate 1 = passes</li> </ul>

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	Award/Agreement	General Position	Rate	Notes
				<p>NAATI test or equivalent or is assessed to be at equivalent level by the Ombudsman or approved body</p> <ul style="list-style-type: none"> <li>• Rate 2 = professional interpreter or higher or is assessed to be at equivalent level by the Ombudsman or approved body</li> </ul>
17.	<a href="#">WaterNSW Enterprise Agreement 2018</a>	<p><a href="#">Clause 6.11</a> – defines and creates an allowance</p> <p><a href="#">Item 1 Schedule 3</a> – Specifies allowance</p>	<ul style="list-style-type: none"> <li>• Basic level - \$1379</li> <li>• Higher level - \$2072</li> </ul>	<ul style="list-style-type: none"> <li>• Basic Level = passes NAATI test or equivalent</li> <li>• Higher Level = professional interpreter or higher</li> <li>• Schedule sets out allowance payment</li> </ul>
18.	<a href="#">Fair Work Commission Enterprise Agreement 2017-2020</a>	<p><a href="#">Clause 143</a> - defines and creates an allowance</p>	<ul style="list-style-type: none"> <li>• \$31 per hour</li> </ul>	<ul style="list-style-type: none"> <li>• Eligible if meet the NAATI test and is required to use the language in delivery of the Agency’s services</li> <li>• Paid upon certification</li> <li>• Breakdown of how allowance is paid</li> </ul>

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	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
19.	<a href="#">Australian War Memorial Teamwork Agreement 2017-2020</a>	<p><a href="#">Clause 132</a> - defines and creates an allowance</p> <p><a href="#">Part J Allowances</a> - Specifies allowance</p>	<ul style="list-style-type: none"> <li>• Rate 1 - \$934.28 p.a.</li> <li>• Rate 2 - \$1868.56 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Director may approve where there is an identifiable and continuing need</li> <li>• Employee possesses the required level or competency</li> <li>• Further information is contained in the Community Language Allowance DI</li> </ul>
20.	<a href="#">Northern Land Council Enterprise Agreement 2018</a>	<p><a href="#">Clause 54</a>- defines and creates an allowance</p>	<ul style="list-style-type: none"> <li>• Rate 1 - \$797.33</li> <li>• Rate 2 - \$1593.58</li> </ul>	<ul style="list-style-type: none"> <li>• Paid where the CEO determines there is a continuing need to utilise an employee's language skill</li> <li>• Rate 1 = passes NAATI test or equivalent or is assessed to be at equivalent level by the CEO or approved body</li> <li>• Rate 2 = professional interpreter or higher or is assessed to be at equivalent level by the CEO or approved body</li> </ul>
21.	<a href="#">Federal Court of Australia Enterprise Agreement 2018-</a>	<p><a href="#">Clause 31</a> - defines and creates an</p>	<ul style="list-style-type: none"> <li>• Rate 1 - \$824.62</li> </ul>	<ul style="list-style-type: none"> <li>• The Court may</li> </ul>

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	<a href="#">2021</a>	allowance <a href="#">Attachment C</a> - Specifies allowance	<ul style="list-style-type: none"> <li>Rate 2 - \$1647.13</li> </ul>	<ul style="list-style-type: none"> <li>approve where there is an identifiable and continuing need</li> <li>Employee possesses the required level or competency</li> <li>Court may review from time to time to ensure use of expertise or skill</li> </ul>
22.	<a href="#">Department of Human Services Agreement 2017-2020</a>	<a href="#">Clause D7</a> - defines and creates an allowance <a href="#">Part D – Allowances</a> – Specifies allowance	<ul style="list-style-type: none"> <li>Rate 1 - \$43.17 per fortnight</li> <li>Rate 2 - \$103.61 per fortnight</li> </ul>	<ul style="list-style-type: none"> <li>Where there is a business need for the language skills</li> <li>Where there is an identifiable and ongoing need</li> <li>Rate 1 - where an employee is required to use particular language skills at least three times per month</li> <li>Rate 2 - where an employee is required to use particular language skills at least eight times per month</li> <li></li> </ul>
23.	<a href="#">Darebin City Council Enterprise Agreement 2018 - 2022</a>	<a href="#">Clause 54</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>Base allowance</li> </ul>	<ul style="list-style-type: none"> <li>To be eligible</li> </ul>

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	Award/Agreement	General Position	Rate	Notes
			\$448p.a. <ul style="list-style-type: none"> <li>• Language aid – additional \$448 p.a.</li> <li>• \$1120 for paraprofessional level</li> </ul>	<ul style="list-style-type: none"> <li>• employee must pass the NAATI</li> <li>• Costs for testing will be funded by Council</li> <li>• Reviewed on a regular basis</li> </ul>
24.	<a href="#">Broken Hill City Council Consent Award 2015</a>	<a href="#">Clause 21.3</a> - defines and creates an allowance <a href="#">Schedule 2</a> – Specifies allowance	<ul style="list-style-type: none"> <li>• \$21.59 per week</li> </ul>	<ul style="list-style-type: none"> <li>• Allowance may be paid on a regular or irregular basis, according to when the skills are used</li> <li>• Employee to record their use of a community language</li> </ul>
25.	<a href="#">The City of Sydney Wages/Salary Award 2014</a>	<a href="#">Clause 18.4</a> -defines and creates an allowance	<ul style="list-style-type: none"> <li>• \$16.63 per week</li> </ul>	<ul style="list-style-type: none"> <li>• Paid where the need is specified as an essential requirement</li> <li>• Has been approved by the Director</li> </ul>
26.	<a href="#">Local Government (State) Award 2017 [NSW]</a>	<a href="#">Clause 15(xii)</a> -defines and creates an allowance <a href="#">Table 2 – Allowances</a> – Specifies allowance	<ul style="list-style-type: none"> <li>• \$22.90 per week</li> </ul>	<ul style="list-style-type: none"> <li>• Allowance may be paid on a regular or irregular basis, according to when the skills are used</li> <li>• Employee to record their use of a</li> </ul>

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	Award/Agreement	General Position	Rate	Notes
				<p>community language</p> <ul style="list-style-type: none"> <li>• Employer shall provide the employee with the opportunity to obtain official accreditation</li> <li>• Costs will be met by Employer</li> </ul>
27.	<a href="#">Crown Employees (Public Sector – Salaries 2018) Award [NSW]</a>	<p><a href="#">Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009</a></p> <p><a href="#">Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009</a></p>	<ul style="list-style-type: none"> <li>• Base level - \$1413</li> <li>• Higher level - \$2124</li> </ul>	<ul style="list-style-type: none"> <li>• Allowances are subject to adjustment in line with salary increases</li> <li>• No definitions contained in this Award</li> </ul>
28.	<a href="#">Service NSW (Salaries and Conditions) Employees Award 2016</a>	<p><a href="#">Clause 20</a> - defines and creates an allowance</p> <p><a href="#">Schedule B – Allowances</a> – Specifies allowance</p>	<ul style="list-style-type: none"> <li>• Base level - \$1379</li> <li>• Higher level - \$2071</li> </ul>	<ul style="list-style-type: none"> <li>• Base level paid where have passed NAATI test</li> <li>• Higher level paid where interpreter level or above for NAATI test</li> </ul>
29.	<a href="#">Australian Capital Territory Public Sector Enterprise Award 2016 [ACT]</a>	<p><a href="#">Clause 12.18</a> - defines and creates an allowance</p>	<ul style="list-style-type: none"> <li>• Rate 1 - \$20.51 per week</li> <li>• Rate 2 - \$41.04 per week</li> </ul>	<ul style="list-style-type: none"> <li>• Where there is a continuing need to utilise an employee's community language skill</li> <li>• Rate 1 – NAATI Level</li> </ul>



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	Award/Agreement	General Position	Rate	Notes
				<ul style="list-style-type: none"> <li>1</li> <li>• Rate 2 – NAATI Level 2</li> <li>• Employees classified as an Interpreter or Translator are not eligible</li> </ul>
30.	<a href="#">Australian Public Service Enterprise Award 2015</a>	<a href="#">Clause 11.15</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>• Rate 1 - \$20.51 per week</li> <li>• Rate 2 - \$41.03 per week</li> </ul>	<ul style="list-style-type: none"> <li>• Where there is a continuing need to utilise an employee's community language skill</li> <li>• Rate 1 – adequate language skills determined by an individual or body approved by the Agency Head</li> <li>• Rate 2 – NAATI Certified or assessed to be at equivalent levels by an individual or body approved by the Agency Head</li> </ul>
31.	<a href="#">Christmas Island Administration Enterprise Award 2016</a>	<a href="#">Clause 11.10</a> - defines and creates an allowance	• \$864.04 per annum	• Paid where employee is required to perform interpreting/translating

Annexure A

	Award/Agreement	General Position	Rate	Notes
				duties on a continuing basis
32.	<a href="#">Parliamentary Departments Staff Enterprise Award 2016</a>	<a href="#">Clause 11.15</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>• Rate 1 - \$20.51 per week</li> <li>• Rate 2 - \$41.03 per week</li> </ul>	<ul style="list-style-type: none"> <li>• Where there is a continuing need to utilise an employee's community language skill</li> <li>• Rate 1 – adequate language skills determined by an individual or body approved by the Secretary</li> <li>• Rate 2 – NAATI Certified or assessed to be at equivalent levels by an individual or body approved by the Secretary</li> </ul>
33.	<a href="#">Victorian Public Service Enterprise Agreement 2016</a>	<a href="#">Clause 31.4</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>• Language aide - \$1098</li> <li>• Paraprofessional interpreter - \$1511</li> <li>• Interpreter or higher - \$2060</li> </ul>	<ul style="list-style-type: none"> <li>• Must hold a current accreditation from NAATI</li> <li>• Employer will pay cost of NAATI test</li> <li>• Employer will assess if interpreting duties are still required</li> </ul>

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	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
34.	<a href="#">Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007</a>	<a href="#">Clause 50</a> - defines and creates an allowance <a href="#">Table 1 – Allowances</a> – Specifies allowance	<ul style="list-style-type: none"> <li>• Base Level - \$1224 p.a.</li> <li>• Higher Level - \$1839 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Base level paid where have passed NAATI test</li> <li>• Higher level paid where interpreter level or above for NAATI test</li> </ul>
35.	<a href="#">Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009</a>	<a href="#">Clause 50</a> - defines and creates an allowance <a href="#">Table 1 – Allowances</a> – Specifies allowance	<ul style="list-style-type: none"> <li>• Base Level - \$1345 p.a.</li> <li>• Higher Level - \$2021 p.a.</li> </ul>	<ul style="list-style-type: none"> <li>• Base level paid where have passed NAATI test</li> <li>• Higher level paid where interpreter level or above for NAATI test</li> </ul>
36.	<a href="#">State Government Entities Certified Agreement 2015 (QLD)</a>	<a href="#">Clause 3.8-</a> defines and creates an allowance	<ul style="list-style-type: none"> <li>• \$569 per annum</li> </ul>	<ul style="list-style-type: none"> <li>• Must meet requirements of NAATI or equivalent</li> </ul>
37.	<a href="#">Department of Education and Training Teacher Aides' Certified Agreement 2015 (QLD)</a>	<a href="#">Clause 12.7-</a> defines and creates an allowance	<ul style="list-style-type: none"> <li>• \$10.94 per week</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher Aides required to perform interpretation</li> <li>• Must hold qualifications recognised by the Department</li> </ul>
38.	<a href="#">Part-Time Interpreters or Translators (Public Service) (SA) Award</a>	<a href="#">Clause 2.1</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>• \$912 per annum</li> </ul>	<ul style="list-style-type: none"> <li>• Must be registered as a part-time interpreter or translator</li> </ul>

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	<b>Award/Agreement</b>	<b>General Position</b>	<b>Rate</b>	<b>Notes</b>
				<ul style="list-style-type: none"> <li>Registering Authority has the right to reassess interpreters/translators annually</li> </ul>
39.	<a href="#">Australian Bureau of Statistics (Interviewers) Enterprise Award 2016</a>	<a href="#">Clause 9.8</a> - defines and creates an allowance	<ul style="list-style-type: none"> <li>Grade 2 - \$4.14 per hour</li> <li>Grade 3 - \$2.91 per hour</li> <li>Grade 4 - \$0.66 per hour</li> </ul>	<ul style="list-style-type: none"> <li>Where interviewer is required to undertake an interview using language skills</li> </ul>

Award Name	Entire Clause
North Australian Aboriginal Justice Agency Enterprise Agreement 2015-2019	<p>15. COMMUNITY LANGUAGE ALLOWANCE</p> <p>15.1 Criteria</p> <p>15.1.1</p> <p>The Chief Executive Officer may approve the payment of Community Language Allowance to an employee where the following conditions are met.</p> <p>There is an identifiable and continuing need for the particular skills possessed by the employee in providing client or staff services.</p> <p>Language skills are required for communication in languages other than English including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and</p> <p>15.1.2 The employee's language competence is of the standard set out under 15.2.1 (a).</p> <p>15.2 Rates</p> <p>15.2.1 Rate payable is \$2500.00 per annum (full - time).</p> <p>15.2.1(a) Community language allowance rate I (Language Aide) is payable to</p>

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	<p>an employee who:          15.2.1 (a)(i) passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAA TI); or          15.2.1(a)(ii) is assessed to be at the equivalent level by an individual or body approved by the Chief Executive Officer.</p>															
<p>Australian Fisheries Management Authority Enterprise Agreement 2016</p>	<p>48. Community Language Allowance          48.1 A Community Language allowance is available to eligible employees.          48.2 Further details are contained within Schedule H -Community Language Allowance.</p> <p><b>SCHEDULE H-COMMUNITY LANGUAGE ALLOWANCE</b>          An employee is eligible for community language allowance where the Agency Head determines that there is an identifiable and continuing operational need for the employee's language skills in languages other than English and the employee's language competence meets a recognised standard. Languages include, but are not limited to, Torres Strait Islander and Indonesian languages and Auslan or other forms of communication for the hearing impaired.          There are two levels of payment of the allowance as per the below table:</p> <table border="1" data-bbox="689 783 1536 1382"> <thead> <tr> <th>Level</th> <th>Qualification/ Standard</th> <th>On Commencement</th> <th>12 months from date of commencement</th> <th>24 month from date of commencement</th> </tr> </thead> <tbody> <tr> <td>Level 1</td> <td>(i) Passes the National Accreditation Authority for Translators and Interpreters (NAATI) Language Aide Test; or (ii) Recognised level of competency to deliver client services in languages for which NAATI does not test</td> <td>\$1,003</td> <td>\$1,023</td> <td>\$1,043</td> </tr> <tr> <td>Level 2</td> <td>(i) NAATI Para-professional interpreter and higher, or (ii) Recognised tertiary qualification in interpreting; or (iii) Recognised level of competency to deliver client services in ATSI languages</td> <td>\$2,331</td> <td>\$2,377</td> <td>\$2,425</td> </tr> </tbody> </table>	Level	Qualification/ Standard	On Commencement	12 months from date of commencement	24 month from date of commencement	Level 1	(i) Passes the National Accreditation Authority for Translators and Interpreters (NAATI) Language Aide Test; or (ii) Recognised level of competency to deliver client services in languages for which NAATI does not test	\$1,003	\$1,023	\$1,043	Level 2	(i) NAATI Para-professional interpreter and higher, or (ii) Recognised tertiary qualification in interpreting; or (iii) Recognised level of competency to deliver client services in ATSI languages	\$2,331	\$2,377	\$2,425
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	Community language allowance is an annual amount which is paid fortnightly. Community language allowance does not count for superannuation purposes.
Northern Territory Council of Social Service Inc. (NTCOSS) Enterprise Agreement 2017	<p>15 COMMUNITY LANGUAGE ALLOWANCE</p> <p>15.1 Criteria</p> <p>The Executive Director may approve the payment of Community Language Allowance to an employee where the following conditions are met:</p> <p>a) There is an identifiable and continuing need for the particular skills possessed by the employee in providing client or staff services. Language skills are required for communication in languages other than English including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and</p> <p>b) The employee's language competence is of the standard that passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters.</p> <p>15.2 Rate</p> <p>The Community Language Allowance Rate payable is \$876.00 per annum fixed for the duration of the agreement</p>
Central Australian Aboriginal Family Legal Unit Aboriginal Employee Collective Agreement 2013 – 2017	<p>20. COMMUNITY LANGUAGE ALLOWANCE</p> <p>20.1 The CEO may approve the payment of Community Language Allowance to an employee where the following conditions are met: (a) there is an identifiable and continuing need for the particular skills possessed by the employee in providing client or staff services. Language skills are required for communication in languages other than English, including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and (b) the employee's language competence is of the standard set out under 20.3.</p> <p>20.2 Rates (a) Rate payable is \$2100 per annum or pro rata to an employee who is accredited as an interpreter by the National Accreditation Authority for Translators and Interpreters (NAATI). (b) Rate payable is \$750 per annum or pro rata to an employee who is not accredited but is acknowledged by the CEO as being a fluent speaking Indigenous language speaker from one of CAAFLU's target area languages.</p> <p>20.3 Community Language Allowance is payable to an employee who: (a) passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or (b) is assessed to be at the equivalent level by an individual or body approved by the CEO.</p>
Indian Ocean Territories (Administration) Enterprise Agreement 2018	<p>5.09 Community language allowance</p> <p>(1) The employer will approve the payment of a community language allowance to an employee where the employee is able to communicate effectively in English as well as in a community language other than English and is required by the employer to perform interpreting and/or translating duties on a continuing basis as part of their normal duties.</p> <p>(2) The community language allowance will be paid fortnightly in accordance with the following</p>

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	<p>table:</p> <table border="1" data-bbox="701 280 1406 403"> <tr> <td>From commencement of the Agreement</td> <td>\$45.75 per fortnight</td> </tr> <tr> <td>From the first anniversary of the Agreement</td> <td>\$46.67 per fortnight</td> </tr> <tr> <td>From the second anniversary of the Agreement</td> <td>\$47.13 per fortnight</td> </tr> </table> <p>(3) An employee recognised by the employer as a qualified interpreter and is required by the employer to perform interpreting duties will be paid a fortnightly rate agreed by the employer, but not less than the Community Language Allowance in subclause (1).</p>	From commencement of the Agreement	\$45.75 per fortnight	From the first anniversary of the Agreement	\$46.67 per fortnight	From the second anniversary of the Agreement	\$47.13 per fortnight
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From the second anniversary of the Agreement	\$47.13 per fortnight						
<p>Central Land Council Enterprise Agreement 2017-2020</p>	<p>20. COMMUNITY LANGUAGE ALLOWANCE Where, in providing constituent or staff services, the Director determines there is a need to use an employee's language skills for communication, (in Aboriginal languages common in Central Australia), and the employee's language competence is of the standard as determined appropriate by the Director, an allowance is payable. Further information is available in the Community Language policy.</p>						
<p>Fair Work Ombudsman Enterprise Agreement 2011 – 2014</p>	<p>Community language allowance 63. The Agency may approve payment of a community language allowance of \$700 per annum, paid on a fortnightly basis to an employee with the required level of competency, as determined by the Agency, where there is an identifiable and continuing need for particular skills in a language other than English.</p>						
<p>Department of Agriculture and Water Resources Enterprise Agreement 2017-20</p>	<p>29.8 Community language allowance (a) You will be paid a community language allowance of \$928 per annum paid fortnightly on a pro-rata basis when: (i) you are accredited by the National Accreditation Authority for Translators and Interpreters (NAA TI) or equivalent; and (ii) the secretary determines each year that you use the language in the workplace on a regular and continuing basis. (b) The community language allowance covers non-written communication, in a language other than English, including communication in the deaf oral language, the deaf sign language and Aboriginal and Torres Strait Islander languages. (c) You only need to pass a NAATI test once and if NAATI is unable to provide testing, we may approve payment of the community language allowance, if other evidence of your language skills is provided. (d) The cost associated with accreditation will be met by us.</p>						
<p>Department of the Environment and Energy Enterprise Agreement 2016–2019</p>	<p>COMMUNITY LANGUAGE ALLOWANCE 5.17 Where the Delegate determines that there is a need to regularly utilise an employee's particular language skills for communicating in languages other than English or utilise sign language skills, the Delegate may agree to the payment of a Community Language Allowance (CLA). The Delegate will determine the rate of CLA payable based on three levels of competence. Further information is contained in the Department's Community Language</p>						

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	Allowance Policy.
Aboriginal Hostels Limited Enterprise Agreement 2017	<p>Community Language Allowance</p> <p>4.11 Where an employee is recognised as utilising a particular language skill other than English, in the performance of their duties, to assist residents and staff in improved communication, and • there is an identifiable and continuing need for these particular language skills; and • the employee has the required level of competency to provide client or staff services in languages other than English, including Aboriginal and Torres Strait Islander languages; an allowance of \$25.00 per fortnight will be paid to the employee.</p>
Lake Macquarie City Council Enterprise Agreement 2018	<p>Clause 18</p> <p>The following provisions of the Local Government (State) Award 2017 and variations thereafter shall apply and be paid at the rate set out in Table 2 of Part B of this agreement:</p> <p>(j) Community Language, and Signing Work (Clause 15 xii)</p> <p>Local Government (State) Award 2017 [NSW]</p> <p>(xii) Community Language, and Signing Work</p> <p>(a) Employees using a community language skill as an adjunct to their normal duties to provide services to speakers of a language other than English, or to provide signing services to those with hearing difficulties, shall be paid an allowance in addition to the weekly rate of pay as set out in Table 2 of Part B. The allowance may be paid on a regular or irregular basis, according to when the skills are used.</p> <p>(b) Such work involves an employee acting as a first point of contact for non-English speaking residents or residents with hearing difficulty. The employee identifies the resident's area of inquiry and provides basic assistance, which may include face-to-face discussion and/or telephone inquiry.</p> <p>(c) Such employees convey straightforward information relating to services provided by the employer, to the best of their ability. They do not replace or substitute for the role of a professional interpreter or translator.</p> <p>(d) Such employees shall record their use of a community language according to the employer's established policy.</p> <p>(e) Where an employee is required by the employer to use community language skills in the performance of their duties: The employer shall provide the employee with the opportunity to obtain accreditation from a language aide accreditation agency Such training shall form part of the employer's training plan and budget, in accordance with the requirements of Clause 31 of this Award The employee shall be prepared to be identified as possessing the additional skill(s) The employee shall be available to use the additional skill(s) as required by the employer</p>
National Disability Insurance Agency Enterprise Agreement 2016-2019	<p>Community language allowance</p> <p>6.3. You may be paid a community language allowance at either rate 1 or rate 2 where in providing participant or employee services, the CEO determines there is a continuing need to utilise your particular language skills for communication in languages other than English. The rate of payment will be \$1009 per annum for rate 1, and \$2024 per annum for rate 2 and will increase in accordance with the percentage salary increases and dates specified in clause 5.1. Further information can be found in the policy on allowances. 6.4. The community language allowance</p>



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	counts as salary for superannuation purposes, during periods of leave and for the purposes of calculating retirement and redundancy entitlements.								
Australian Taxation Office (ATO) Enterprise Agreement 2017	<p>25. Community language allowance</p> <p>25.1 If an employee's language competence is of the relevant standard, an employee will be paid a community language allowance when: a) the employee's language skills are required for communication in languages other than English, including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and b) there is an identifiable and continuing need in providing client or employee services. 25.2 Payments will be made in line with the employee's skill level and in accordance with Attachment A, Schedule 4. 25.3 The allowance will be paid during periods of paid leave falling within the period the employee continues to have recognised responsibilities in the role. 25.4 The payment of the allowance will not count towards any payments for overtime.</p> <p>Schedule 4</p> <table border="1"> <tr> <td>Community Language<sup>2</sup></td> <td>\$1,085</td> <td>\$1,107</td> <td>\$1,118</td> </tr> <tr> <td>Community Language<sup>3</sup></td> <td>\$2,161</td> <td>\$2,204</td> <td>\$2,226</td> </tr> </table> <p>2 Where the employee's skill is at a level equivalent to the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is assessed to be at the equivalent level by the delegate.</p> <p>3 Where the employee's skill is at a level recognised by NAATI to be at the para-professional interpreter level; or is assessed to be at the equivalent level by the delegate.</p>	Community Language <sup>2</sup>	\$1,085	\$1,107	\$1,118	Community Language <sup>3</sup>	\$2,161	\$2,204	\$2,226
Community Language <sup>2</sup>	\$1,085	\$1,107	\$1,118						
Community Language <sup>3</sup>	\$2,161	\$2,204	\$2,226						
Department of Health Enterprise Agreement 2019-2022	<p>Community language allowance</p> <p>61) An employee who is required to undertake translating or interpreting responsibilities may, with the Secretary's approval, receive payment of a community language allowance. Further information is provided in the Allowances policy.</p>								
Department of Social Services Enterprise Agreement 2018 to 2021	<p>COMMUNITY LANGUAGE ALLOWANCE</p> <p>4.4 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 Aboriginal and Torres Strait Islander languages and utilising deaf communication skills), the employee will be paid a community language allowance. The allowance is payable during periods of leave and is paid fortnightly. The rate of the allowance will be updated in accordance with clauses 3.2(b) and 3.2(c)</p>								

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	<table border="1"> <thead> <tr> <th data-bbox="703 213 846 240">Standard</th> <th data-bbox="846 213 1527 240">Level of Competence</th> </tr> </thead> <tbody> <tr> <td data-bbox="703 240 846 507">                     Rate 1                      (allowance of \$1,000 per annum)                 </td> <td data-bbox="846 240 1527 507">                     An employee who:                     <ul style="list-style-type: none"> <li>• passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters ; or</li> <li>• is recognised by the National Accreditation Authority for Translators and Interpreters to possess equivalent proficiency; or</li> <li>• is waiting to be assessed by the above means and whose manager certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or</li> <li>• is assessed to be at the equivalent level by the Secretary or body approved by the Secretary.</li> </ul> </td> </tr> <tr> <td data-bbox="703 507 846 676">                     Rate 2                      (allowance of \$2,005 per annum)                 </td> <td data-bbox="846 507 1527 676">                     An employee who is:                     <ul style="list-style-type: none"> <li>• accredited or recognised by the National Accreditation Authority for Translators and Interpreters at the Para professional Interpreter /Translator level or above; or</li> <li>• assessed to be at the equivalent levels by the Secretary or body approved by the Secretary; and</li> <li>• required to undertake interpreting or translating services.</li> </ul> </td> </tr> </tbody> </table>	Standard	Level of Competence	Rate 1 (allowance of \$1,000 per annum)	An employee who: <ul style="list-style-type: none"> <li>• passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters ; or</li> <li>• is recognised by the National Accreditation Authority for Translators and Interpreters to possess equivalent proficiency; or</li> <li>• is waiting to be assessed by the above means and whose manager certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or</li> <li>• is assessed to be at the equivalent level by the Secretary or body approved by the Secretary.</li> </ul>	Rate 2 (allowance of \$2,005 per annum)	An employee who is: <ul style="list-style-type: none"> <li>• accredited or recognised by the National Accreditation Authority for Translators and Interpreters at the Para professional Interpreter /Translator level or above; or</li> <li>• assessed to be at the equivalent levels by the Secretary or body approved by the Secretary; and</li> <li>• required to undertake interpreting or translating services.</li> </ul>
Standard	Level of Competence						
Rate 1 (allowance of \$1,000 per annum)	An employee who: <ul style="list-style-type: none"> <li>• passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters ; or</li> <li>• is recognised by the National Accreditation Authority for Translators and Interpreters to possess equivalent proficiency; or</li> <li>• is waiting to be assessed by the above means and whose manager certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or</li> <li>• is assessed to be at the equivalent level by the Secretary or body approved by the Secretary.</li> </ul>						
Rate 2 (allowance of \$2,005 per annum)	An employee who is: <ul style="list-style-type: none"> <li>• accredited or recognised by the National Accreditation Authority for Translators and Interpreters at the Para professional Interpreter /Translator level or above; or</li> <li>• assessed to be at the equivalent levels by the Secretary or body approved by the Secretary; and</li> <li>• required to undertake interpreting or translating services.</li> </ul>						
<p>Office of the Commonwealth Ombudsman Enterprise Agreement 2017-2020</p>	<p><b>50. COMMUNITY LANGUAGE ALLOWANCE</b></p> <p>50.1 Where, in providing client or employee services, the Ombudsman determines there is a continuing need to utilise an employee's particular language skills for communication in languages other than English, (including Indigenous languages and utilising deaf communication skills), the employee will be paid a community language allowance on the following basis:</p> <table border="1"> <thead> <tr> <th data-bbox="703 900 846 927">Standard</th> <th data-bbox="846 900 1518 927">Level of Competence</th> </tr> </thead> <tbody> <tr> <td data-bbox="703 927 846 1230">                     CLA Rate 1                 </td> <td data-bbox="846 927 1518 1230">                     An employee who:                     <ul style="list-style-type: none"> <li>• passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or</li> <li>• is recognised by NAATI to possess equivalent proficiency; or</li> <li>• 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 assessment is completed; or</li> <li>• is assessed to be at the equivalent level by the Ombudsman or body approved by the Ombudsman.</li> </ul> </td> </tr> </tbody> </table>	Standard	Level of Competence	CLA Rate 1	An employee who: <ul style="list-style-type: none"> <li>• passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or</li> <li>• is recognised by NAATI to possess equivalent proficiency; or</li> <li>• 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 assessment is completed; or</li> <li>• is assessed to be at the equivalent level by the Ombudsman or body approved by the Ombudsman.</li> </ul>		
Standard	Level of Competence						
CLA Rate 1	An employee who: <ul style="list-style-type: none"> <li>• passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or</li> <li>• is recognised by NAATI to possess equivalent proficiency; or</li> <li>• 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 assessment is completed; or</li> <li>• is assessed to be at the equivalent level by the Ombudsman or body approved by the Ombudsman.</li> </ul>						

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	<table border="1" data-bbox="703 220 1518 405"> <thead> <tr> <th data-bbox="703 220 846 268">Standard</th> <th data-bbox="846 220 1518 268">Level of Competence</th> </tr> </thead> <tbody> <tr> <td data-bbox="703 268 846 405">CLA Rate 2</td> <td data-bbox="846 268 1518 405">                     An employee who is:                     <ul style="list-style-type: none"> <li>• accredited or recognised by NAATI at the Para professional Interpreter /Translator level or above; or</li> <li>• assessed to be at the equivalent levels by the Ombudsman or body approved by the Ombudsman.</li> </ul> </td> </tr> </tbody> </table> <p data-bbox="680 421 1406 523">                     50.2 The Community Language Allowance rates payable are:                      a. CLA rate 1 \$848 per annum                      b. CLA rate 2 \$1696 per annum.                 </p>	Standard	Level of Competence	CLA Rate 2	An employee who is: <ul style="list-style-type: none"> <li>• accredited or recognised by NAATI at the Para professional Interpreter /Translator level or above; or</li> <li>• assessed to be at the equivalent levels by the Ombudsman or body approved by the Ombudsman.</li> </ul>				
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<p data-bbox="188 558 654 619">WaterNSW Enterprise Agreement 2018</p>	<p data-bbox="680 558 1003 587">6.1 1 Language Allowance</p> <p data-bbox="680 593 2047 1027">                     (a) An employee who has a basic level of competence in a community language and who works in locations where their community language is utilised at work to assist clients and such employees are not employed: (i) as interpreters and translators; and (ii) in those positions where particular language skills are an integral part of essential requirements of the position, will be paid an allowance as specified in Item 1 Schedule. 3, subject to this clause. (b) The base level of the Community Language Assistance Scheme (CLAS) is paid to staff members who: (i,) are required to meet occasional demands for language assistance (there is no regular pattern of demand for their skill); and (ii) have passed an examination administered by the Community Relations Commission, or who have a National Accreditation Authority for Translators and Interpreters (NAA TI) language Recognition award. (c) The higher level of CLAS is paid to employees who meet the requirements for the base level of payment and: (i) are regularly required to meet high levels of customer demand involving a regular pattern of usage of the staff member's language skills, as determined by WaterNSW; and (ii) have achieved qualifications of NAATI interpreter level or above. This recognises that staff with higher levels of language skill will communicate with an enhanced degree of efficiency and effectiveness.                 </p> <p data-bbox="680 1066 896 1094">Item 1 Schedule 3</p> <table border="1" data-bbox="689 1117 1590 1311"> <thead> <tr> <th data-bbox="689 1117 819 1181">Item No</th> <th data-bbox="819 1117 958 1181">Clause No.</th> <th data-bbox="958 1117 1276 1181">Description</th> <th data-bbox="1276 1117 1590 1181">From Commencement of this Agreement</th> </tr> </thead> <tbody> <tr> <td data-bbox="689 1181 819 1311">1</td> <td data-bbox="819 1181 958 1311">6.11</td> <td data-bbox="958 1181 1276 1311">                     Language allowance:                     <ul style="list-style-type: none"> <li>• Basic level rate</li> <li>• Higher level rate</li> </ul> </td> <td data-bbox="1276 1181 1590 1311"> <ul style="list-style-type: none"> <li>• \$1379 per annum</li> <li>• \$2072 per annum</li> </ul> </td> </tr> </tbody> </table>	Item No	Clause No.	Description	From Commencement of this Agreement	1	6.11	Language allowance: <ul style="list-style-type: none"> <li>• Basic level rate</li> <li>• Higher level rate</li> </ul>	<ul style="list-style-type: none"> <li>• \$1379 per annum</li> <li>• \$2072 per annum</li> </ul>
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<p data-bbox="188 1353 654 1382">Fair Work Commission Enterprise</p>	<p data-bbox="680 1353 1061 1382">Community language allowance</p>								

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<p>Agreement 2017-2020</p>	<p>143. An employee is eligible for a community language allowance where the employee:</p> <ul style="list-style-type: none"> <li>a. Uses language skills that meet the proficiency requirements of the National Accreditation Authority for Translators and Interpreters in a language other than English, including Aboriginal and Torres Strait Islander languages, AUSLAN and other forms of communication for the hearing impaired; and</li> <li>b. is required to use the language in delivery of the Agency’s services.</li> </ul> <p>144. The allowance will be paid upon certification by the employee’s manager that the requirements of clause 143 have been met.</p> <p>145. The allowance is \$31 per hour. Where the requirements of clause 144 have been met the employee will be paid:</p> <ul style="list-style-type: none"> <li>i. Where the total time worked using language skills on any given day is less than one hour, one hour; or</li> <li>ii. Where the total time worked using language skills on any given day is more than one hour, for the actual time worked using language skills.</li> </ul> <p>For example: if an employee uses language skills to attend the counter four times during one day for 20 minutes each time, he or she will be paid language allowance for 80 minutes (1 hour and 20 minutes)</p>			
<p>Australian War Memorial Teamwork Agreement 2017-2020</p>	<p>Community language allowance</p> <p>132. The Director may approve the payment of an allowance to an employee where: a) there is an identifiable and continuing need for particular language skills; and b) an employee possesses the required level of competency to provide client or employee services in languages other than English, including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills. Further information is contained within the Community Language Allowance DI.</p> <p>Part J Allowances</p> <table border="1" data-bbox="707 1043 1505 1155"> <tr> <td data-bbox="707 1043 965 1155">Community language allowance</td> <td data-bbox="965 1043 1193 1155">See clause 132 Rate 1 Rate 2</td> <td data-bbox="1193 1043 1505 1155">\$934.28 per annum \$1868.56 per annum</td> </tr> </table>	Community language allowance	See clause 132 Rate 1 Rate 2	\$934.28 per annum \$1868.56 per annum
Community language allowance	See clause 132 Rate 1 Rate 2	\$934.28 per annum \$1868.56 per annum		
<p>Northern Land Council Enterprise Agreement 2018</p>	<p>54. COMMUNITY LANGUAGE ALLOWANCE</p> <p>54.1 Where: (a) the CEO determines there is a continuing need to utilise an Employee's 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 table below, an annual community language allowance is payable in accordance with the rate adjacent to that standard in the table below.</p>			

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STANDARD	LEVEL OF COMPETENCE	RATE PER ANNUM
CLA Rate 1	An Employee who: <ul style="list-style-type: none"> <li>• passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or</li> <li>• is recognised by NAATI to possess equivalent proficiency; or</li> <li>• is assessed to be at the equivalent level by an individual or body approved by the CEO; or</li> <li>• 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.</li> </ul>	\$797.33
CLA Rate 2	An Employee who: <ul style="list-style-type: none"> <li>• is accredited or recognised by NAATI at the Paraprofessional Interpreter level or above; or</li> <li>• is assessed to be at the equivalent levels by an individual or body approved by the CEO.</li> </ul>	\$1,593.58

54.2 The amounts noted in the table above will be reviewed and increased in line with the equivalent annual salary increases noted in this agreement.

Federal Court of Australia Enterprise Agreement 2018-2021

31. Language allowance  
 The Court may approve the payment of community language allowance to an employee where it considers that there is an identifiable and continuing need for language skills in a language other than English, including Aboriginal and Torres Strait Islander languages and AUSLAN or other deaf communication skills, and if the employee has the required level of competency and provides client or employee services in the language. This allowance will count as salary for superannuation purposes. The Court may review eligibility for allowance payments from time to time to ensure that the employee uses the expertise or skill in question in accordance with clause 31.1.

Attachment C

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	<p><b>Community Language Allowance (clause 31)</b></p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Annual rate</th> </tr> <tr> <th>Current rate</th> <th>On commencement 3% increase</th> <th>12 months from commencement 2% increase</th> <th>18 months from commencement 0.5% increase</th> </tr> </thead> <tbody> <tr> <td>Rate #1</td> <td>781</td> <td>804.43</td> <td>820.52</td> <td>824.62</td> </tr> <tr> <td>Rate #2</td> <td>1560</td> <td>1606.80</td> <td>1638.94</td> <td>1647.13</td> </tr> </tbody> </table>		Annual rate			Current rate	On commencement 3% increase	12 months from commencement 2% increase	18 months from commencement 0.5% increase	Rate #1	781	804.43	820.52	824.62	Rate #2	1560	1606.80	1638.94	1647.13
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<p>Department of Human Services Agreement 2017-2020</p>	<p><b>D7 COMMUNITY LANGUAGE ALLOWANCE</b></p> <p>D7.1 An employee whose language competency is of the required standard may be paid an allowance by the department where: (a) there is a business need for the language skills to be used in the workplace, including for communication with customers, in languages other than English, including Aboriginal and Torres Strait Islander languages, and AUSLAN and other deaf languages; and (b) there is an identifiable and ongoing need, as determined by the Secretary, for the employee to use their language skills in the workplace for customers and/or employees.</p> <p>D7.2 A fortnightly allowance under this clause D7 will be paid at the rates outlined in Table D2, in accordance with the following: (a) where an employee is required to use particular language skills at least three times per month: Rate 1; or (b) where an employee is required to use particular language skills at least eight times per month: Rate 2.</p> <p>D7.3 Over the life of this Agreement, the department will review the application of community language allowance with employees, and where they choose, their representatives.</p> <p>Part D - Allowances</p> <p><b>Table D2 – Rates for duties based allowances</b></p> <table border="1"> <thead> <tr> <th>Allowance</th> <th>Rate per fortnight on commencement</th> <th>From the first anniversary (per fortnight)</th> <th>From the 18 month anniversary (per fortnight)</th> </tr> </thead> <tbody> <tr> <td>Departmental Liaison Officer</td> <td>\$791.15</td> <td>\$806.98</td> <td>\$815.05</td> </tr> <tr> <td>Community language allowance (Rate 1)</td> <td>\$41.90</td> <td>\$42.74</td> <td>\$43.17</td> </tr> <tr> <td>Community language allowance (Rate 2)</td> <td>\$100.56</td> <td>\$102.58</td> <td>\$103.61</td> </tr> </tbody> </table>	Allowance	Rate per fortnight on commencement	From the first anniversary (per fortnight)	From the 18 month anniversary (per fortnight)	Departmental Liaison Officer	\$791.15	\$806.98	\$815.05	Community language allowance (Rate 1)	\$41.90	\$42.74	\$43.17	Community language allowance (Rate 2)	\$100.56	\$102.58	\$103.61		
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<p>Darebin City Council Enterprise Agreement 2018 - 2022</p>	<p>54. Language Aid Allowance</p> <p>54.1. This service utilises the bilingual skills of internal Employees to provide basic interpreting to our community. A base allowance of \$448.00 per annum will be</p>																		

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	<p>paid. When interpreting services have been provided by the Language Aid (LA) an additional allowance of \$448.00 per annum will also be paid.</p> <p>54.2. The base allowance will be paid in December and where applicable the additional allowance will be paid in June as follows:</p> <p>a) either as an additional payment to salary; or</p> <p>b) by mutual agreement, added to the Employee's superannuation scheme.</p> <p>54.3. To be eligible for a Language Aid Allowance, the Employee must pass a language test to determine their ability to speak and/or read a community language. The test is conducted and administered by the National Accreditation Authority of Translators and Interpreters (NAATI). All LAs will need to participate in, and pass testing during the life of this Agreement. Employees who are accredited by NAA TI at pre-certification level and above, do not need to sit for the NAA TI test.</p> <p>54.4. Costs for LA testing and any review of test results will be funded from the LA budget.</p> <p>54.5. For those LAs accredited at a Paraprofessional Level through NAATI an allowance of \$1120.00 per annum will be paid in lieu of the amounts determined in sub-clause 54.1 above.</p> <p>54.6. Should a LA take leave of more than one month at a time, and as such be unable to provide language services, the level of allowance will decrease by \$18.65 per absent week and \$23.32 per absent week for Paraprofessional LA's.</p> <p>54.7. The allowance is not available to Employees who are employed in positions where particular language skills are an essential requirement of the position.</p> <p>54.8. The Multilingual Communication Service and LA requirements are reviewed on a regular basis. There may be circumstances when the payment of the allowance is no longer justified. In such circumstances Council will ensure that there has been prior consultation with the employee, including providing a reasonable period of notice</p>
<p>Broken Hill City Council Consent Award 2015</p>	<p>21.3 Community Language and Signing Work</p> <p>(a) Employees using a community language skill as an adjunct to their normal duties to provide services to speakers of a language other than English or to provide signing services to those with hearing difficulties, shall be paid an allowance in addition to the weekly pay. The quantum of the allowance is set out in the Table in Schedule 2.</p> <p>(b) The allowance may be paid on a regular or irregular basis, according to when the skills are used.</p> <p>(c) Such work involves an employee acting as a first point of contact for non-English speaking residents or residents hearing difficulty. In this regard the employee is limited to identifying the resident's</p>

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	<p>area of concern or inquiry and then providing basic assistance, which may include face-to-face discussion and/or telephone inquiry.</p> <p>(d) Such employees convey straightforward information relating to Council services, to the best of their ability. The Employees do not replace or substitute for the role of a professional interpreter or translator.</p> <p>(e) Such employees shall record their use of a community language.</p> <p>Schedule 2 – Allowances</p> <p style="text-align: center;"><b>Schedule 2 - Allowances</b></p> <table border="1" data-bbox="689 528 1603 651"> <thead> <tr> <th></th> <th>fipp on or after 1/11/15</th> <th>fipp on or after 1/7/16</th> <th>fipp on or after 1/7/17</th> <th>Fipp on or after 1/7/18</th> </tr> </thead> <tbody> <tr> <td>Meal Allowance (Clause 14.4)</td> <td>\$10.92</td> <td>\$11.20</td> <td>\$11.49</td> <td>\$11.79</td> </tr> <tr> <td>Community Language and Signing work (clause 21.3)</td> <td>\$19.99p.w</td> <td>\$20.51p.w</td> <td>\$21.04p.w</td> <td>\$21.59p.w</td> </tr> </tbody> </table>		fipp on or after 1/11/15	fipp on or after 1/7/16	fipp on or after 1/7/17	Fipp on or after 1/7/18	Meal Allowance (Clause 14.4)	\$10.92	\$11.20	\$11.49	\$11.79	Community Language and Signing work (clause 21.3)	\$19.99p.w	\$20.51p.w	\$21.04p.w	\$21.59p.w
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<p>The City of Sydney Wages/Salary Award 2014</p>	<p>18.4 Community Language &amp; Signing Work Allowance</p> <p>18.4.1 Where an employee is required to provide a language service to speakers of a language other than English, or to provide signing services to those with hearing difficulties as a regular part of their normal duties, the employee shall be paid an allowance of \$16.63 per week, which shall be a flat rate allowance (i.e. not paid for all purposes).</p> <p>18.4.2 This work will require the employee to act as a first point of contact for people requiring these services. The employee identifies the customer's area of inquiry and provides necessary assistance to successfully conclude the customer service requirement.</p> <p>18.4.3 The allowance will only be paid to an employee where the need is specified as an essential requirement of the employee's position description and/or this service requirement for an employee has been approved by the Director Workforce and Information Services.</p>															
<p>Local Government (State) Award 2017 [NSW]</p>	<p>Clause 15 (xii) Community Language, and Signing Work</p> <p>(a) Employees using a community language skill as an adjunct to their normal duties to provide services to speakers of a language other than English, or to provide signing services to those with hearing difficulties, shall be paid an allowance in addition to the weekly rate of pay as set out in Table 2 of Part B. The allowance may be paid on a regular or irregular basis, according to when the skills are used. (b) Such work involves an employee acting as a first point of contact for non-English speaking residents or residents with hearing difficulty. The employee identifies the resident's area of inquiry and provides basic assistance, which may include face-to-face discussion and/or telephone inquiry. (c) Such employees convey straightforward information relating to services provided by the employer, to the best of their ability. They</p>															



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	<p>do not replace or substitute for the role of a professional interpreter or translator. (d) Such employees shall record their use of a community language according to the employer’s established policy  (e) Where an employee is required by the employer to use community language skills in the performance of their duties: The employer shall provide the employee with the opportunity to obtain accreditation from a language aide accreditation agency Such training shall form part of the employer’s training plan and budget, in accordance with the requirements of Clause 31 of this Award The employee shall be prepared to be identified as possessing the additional skill(s) The employee shall be available to use the additional skill(s) as required by the employer. (f) Savings These provisions identify minimum criteria only, and shall not be construed so as to require the reduction or alteration of more advantageous benefits or conditions under any arrangement existing at the date the award was varied to give effect to this clause. They shall not however be cumulative upon such existing payments.</p> <p>Table 2 - Allowances</p> <table border="1"> <tr> <td>Clause 15 (xii)(a) Community Language Allowance</td> <td>21.80p.w.</td> <td>22.30p.w.</td> <td>22.90p.w.</td> </tr> </table>	Clause 15 (xii)(a) Community Language Allowance	21.80p.w.	22.30p.w.	22.90p.w.																						
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<p>Crown Employees (Public Sector – Salaries 2018) Award [NSW]</p>	<p>Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009</p> <table border="1"> <tr> <td>Uniform Fitter and Advisory Officer</td> <td>58,319</td> </tr> <tr> <td>Allowances</td> <td></td> </tr> <tr> <td>On call allowances (per hour)</td> <td>0.98</td> </tr> <tr> <td>Community Language Allowance Scheme (per annum)</td> <td></td> </tr> <tr> <td>Base level rate</td> <td>1,413</td> </tr> <tr> <td>Higher level rate</td> <td>2,124</td> </tr> <tr> <td>Flying Allowance (per hour)</td> <td>21.28</td> </tr> <tr> <td>First Aid Allowance (per annum)</td> <td></td> </tr> <tr> <td>Holders of basic qualification</td> <td>910.01</td> </tr> <tr> <td>Holders of current occupational first aid certificate</td> <td>1,367.35</td> </tr> </table> <p>Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009</p> <table border="1"> <tr> <td>Community Language Allowance Scheme</td> <td></td> </tr> <tr> <td>Base level rate</td> <td>1,413</td> </tr> <tr> <td>Higher level rate</td> <td>2,124</td> </tr> </table>	Uniform Fitter and Advisory Officer	58,319	Allowances		On call allowances (per hour)	0.98	Community Language Allowance Scheme (per annum)		Base level rate	1,413	Higher level rate	2,124	Flying Allowance (per hour)	21.28	First Aid Allowance (per annum)		Holders of basic qualification	910.01	Holders of current occupational first aid certificate	1,367.35	Community Language Allowance Scheme		Base level rate	1,413	Higher level rate	2,124
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<p>Service NSW (Salaries and Conditions) Employees Award 2016</p>	<p>20. Community Language Allowance Scheme "CLAS"</p> <p>20.1 Employees who possess a basic level of competence in a community language and who work in locations where their community language is utilised at work to assist clients, and such staff members are not:</p>																										

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	<p>a) Employed as interpreters and translators; but are</p> <p>b) Employed in those roles as acknowledged in writing by the Division Head of Service NSW,</p> <p>shall be paid an allowance as specified in Schedule B, Rates - Allowances, subject to subclauses 20.2 and 20.3 of this clause.</p> <p>20.2 The base level of the CLAS is paid to employees who:</p> <p>a) are required to meet occasional demands for language assistance (there is no regular pattern of demand for their skill); and</p> <p>b) have passed an examination administered by Multicultural NSW, or who have a National Accreditation Authority for Translators and Interpreters (NAATI) language Recognition award.</p> <p>20.3 The higher level of CLAS is paid to employees who meet the requirements for the base level of payment and:</p> <p>a) are regularly required to meet high levels of customer demand involving a regular pattern of usage of the employees language skills, as determined by the Division Head; or</p> <p>b) have achieved qualifications of NAATI interpreter level or above. This recognises that staff with higher levels of language skill will communicate with an enhanced degree of efficiency and effectiveness.</p> <p><b>Schedule B - Allowances</b></p> <table border="1"> <thead> <tr> <th data-bbox="680 1145 1391 1182">Community language allowance scheme</th> <th data-bbox="1391 1145 1733 1182">Per annum (effective fpp on or after 1 July 2016)</th> <th data-bbox="1733 1145 2040 1182">Per annum (effective fpp on or after 1 July 2017)</th> </tr> </thead> <tbody> <tr> <td data-bbox="680 1182 1391 1206">- Base Level Rate</td> <td data-bbox="1391 1182 1733 1206">\$1345</td> <td data-bbox="1733 1182 2040 1206">\$1379</td> </tr> <tr> <td data-bbox="680 1206 1391 1225">- Higher Level Rate</td> <td data-bbox="1391 1206 1733 1225">\$2020</td> <td data-bbox="1733 1206 2040 1225">\$2071</td> </tr> </tbody> </table>	Community language allowance scheme	Per annum (effective fpp on or after 1 July 2016)	Per annum (effective fpp on or after 1 July 2017)	- Base Level Rate	\$1345	\$1379	- Higher Level Rate	\$2020	\$2071
Community language allowance scheme	Per annum (effective fpp on or after 1 July 2016)	Per annum (effective fpp on or after 1 July 2017)								
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<p>Australian Capital Territory Public Sector Enterprise Award 2016 [ACT]</p>	<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</p>									

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	<p>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="701 347 1507 940"> <thead> <tr> <th data-bbox="701 347 965 408">Standard</th> <th data-bbox="965 347 1267 408">Level of competence</th> <th data-bbox="1267 347 1507 408">Rate of allowance \$ per week</th> </tr> </thead> <tbody> <tr> <td data-bbox="701 408 965 703">CLA Rate 1</td> <td data-bbox="965 408 1267 703">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="1267 408 1507 703">20.51</td> </tr> <tr> <td data-bbox="701 703 965 940">CLA Rate 2</td> <td data-bbox="965 703 1267 940">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="1267 703 1507 940">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>(b) Eligible part-time employees are entitled to receive the allowance on a pro-rata basis.</p> <p>(c)</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
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<p>Australian Public Service Enterprise Award 2015</p>	<p>11.15 Community language allowance</p> <p>Criteria</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>									

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	<table border="1"> <thead> <tr> <th data-bbox="696 236 837 300">Standard</th> <th data-bbox="837 236 1301 300">Level of competence</th> <th data-bbox="1301 236 1496 300">Allowance \$</th> </tr> </thead> <tbody> <tr> <td data-bbox="696 300 837 419">CLA Rate 1</td> <td data-bbox="837 300 1301 419">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="1301 300 1496 419">20.51 per week</td> </tr> <tr> <td data-bbox="696 419 837 655">CLA Rate 2</td> <td data-bbox="837 419 1301 655">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="1301 419 1496 655">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>Christmas Island Administration Enterprise Award 2016</p>	<p>11.10 Interpreting allowance</p> <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>Parliamentary Departments Staff Enterprise Award 2016</p>	<p>11.15 Community language allowance</p> <p>(a) 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>									

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	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"> <li>• is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at any level; or</li> <li>• is assessed to be at the equivalent levels by an individual or body approved by the Secretary.</li> </ul>	41.03

  

Victorian Public Service Enterprise Agreement 2016	<p>31.4 Language allowance</p> <p>(a) Where the Employee, in addition to his or her normal duties, agrees to be appointed by the Employer to use their skills in a second language to assist members of the public who have low English proficiency:</p> <p>(i) the Employee must hold a current accreditation from the National Accreditation Authority for Translators and Interpreters (NAATI); and</p> <p>(ii) the Employee will be paid an annual allowance payable in fortnightly instalments as follows:</p>
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	Date of Effect	Language aide accreditation	Paraprofessional interpreter accreditation	Interpreter accreditation or higher
	1 January 2016	\$982	\$1,351	\$1,842
	1 July 2016	\$997	\$1,371	\$1,870
	1 January 2017	\$1,014	\$1,395	\$1,903
	1 July 2017	\$1,029	\$1,416	\$1,932
	1 January 2018	\$1,047	\$1,441	\$1,966
	1 July 2018	\$1,063	\$1,463	\$1,995
	1 January 2019	\$1,082	\$1,489	\$2,030
	1 July 2019	\$1,098	\$1,511	\$2,060

(b) The Employer will pay the cost of the NAATI pre-testing workshop.  
 (c) The Employer will also meet the cost of the NAATI test, up to two times per Employee per level of accreditation. The Employee must apply annually for renewal of the allowance.  
 (d) The Employer will assess the Employee’s renewal application to determine whether the Employer still requires the Employee to perform interpreting duties.

Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007	50. Community Language Allowance Scheme (CLAS)  50.1 Staff members who possess a basic level of competence in a community language and who work in locations where their community language is utilised at work to assist clients and such staff members are not:  50.1.1 Employed as interpreters and translators; and  50.1.2 Employed in those positions where particular language skills are an integral part of essential requirements of the position,
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	<p>shall be paid an allowance as specified in Item 17 of Table 1 - Allowances of Part B Monetary Rates, subject to subclauses 50.2 and 50.3 of this clause.</p> <p>50.2 The base level of the CLAS is paid to staff members who:</p> <p>50.2.1 are required to meet occasional demands for language assistance (there is no regular pattern of demand for their skill); and</p> <p>50.2.2 have passed an examination administered by the Community Relations Commission, or who have a National Accreditation Authority for Translators and Interpreters (NAATI) language Recognition award.</p> <p>50.3 The higher level of CLAS is paid to staff members who meet the requirements for the base level of payment and:</p> <p>50.3.1 are regularly required to meet high levels of customer demand involving a regular pattern of usage of the staff member’s language skills, as determined by the Department Head; or</p> <p>50.3.2 have achieved qualifications of NAATI interpreter level or above. This recognises that staff with higher levels of language skill will communicate with an enhanced degree of efficiency and effectiveness.</p> <p>Part B - Table 1 - Allowances</p> <table border="1" data-bbox="680 1038 2042 1107"> <tr> <td data-bbox="680 1038 927 1066">50.1</td> <td data-bbox="927 1038 1827 1066">Community language allowance scheme (effective from on or after 1 July 2012)</td> <td data-bbox="1827 1038 2042 1066">Per annum</td> </tr> <tr> <td></td> <td data-bbox="927 1066 1827 1086">- Base Level Rate</td> <td data-bbox="1827 1066 2042 1086">\$1224 pa</td> </tr> <tr> <td></td> <td data-bbox="927 1086 1827 1107">- Higher Level Rate</td> <td data-bbox="1827 1086 2042 1107">\$1839 pa</td> </tr> </table>	50.1	Community language allowance scheme (effective from on or after 1 July 2012)	Per annum		- Base Level Rate	\$1224 pa		- Higher Level Rate	\$1839 pa
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<p>Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009</p>	<p>50. Community Language Allowance Scheme (CLAS)</p> <p>50.1 Employees who possess a basic level of competence in a community language and who work in locations where their community language is utilised at work to assist clients and such employees are not:</p> <p>50.1.1 Employed as interpreters and translators; and</p>									

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	<p>50.1.2 Employed in those roles where particular language skills are an integral part of essential requirements of the role,</p> <p>shall be paid an allowance as specified in Item 17 of Table 1 - Allowances of Part B Monetary Rates, subject to subclauses 50.2 and 50.3 of this clause.</p> <p>50.2 The base level of the CLAS is paid to employees who:</p> <p>50.2.1 are required to meet occasional demands for language assistance (there is no regular pattern of demand for their skill); and</p> <p>50.2.2 have passed an examination administered by the Community Relations Commission, or who have a National Accreditation Authority for Translators and Interpreters (NAATI) language Recognition award.</p> <p>50.3 The higher level of CLAS is paid to employees who meet the requirements for the base level of payment and:</p> <p>50.3.1 are regularly required to meet high levels of customer demand involving a regular pattern of usage of the employee’s language skills, as determined by the Department Head; or</p> <p>50.3.2 have achieved qualifications of NAATI interpreter level or above. This recognises that employees with higher levels of language skill will communicate with an enhanced degree of efficiency and effectiveness.</p> <p>Part B - Table 1 - Allowances</p> <table border="1" data-bbox="680 1109 2016 1173"> <tr> <td>50.1</td> <td>Community language allowance scheme (effective 1 July 2016)</td> <td>Per annum</td> </tr> <tr> <td></td> <td>- Base Level Rate</td> <td>\$1345 pa</td> </tr> <tr> <td></td> <td>- Higher Level Rate</td> <td>\$2021 pa</td> </tr> </table>	50.1	Community language allowance scheme (effective 1 July 2016)	Per annum		- Base Level Rate	\$1345 pa		- Higher Level Rate	\$2021 pa
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<p>State Government Entities Certified Agreement 2015 (QLD)</p>	<p>3.8 Language Allowance</p> <p>Payment of language allowance at the rate of \$569 per annum for school support staff whose duties require translation and interpretation skills and who meet the requirements of Language Aide of the National Accreditation Authority for Translators and Interpreters or other equivalent qualifications as determined from time to time by the</p>									



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	Chief Executive Officer on the recommendation of the ACC.
Department of Education and Training Teacher Aides' Certified Agreement 2015 (QLD)	<p>12.7 Communication allowance</p> <p>(a) Teacher Aides required to perform interpretation of:</p> <p>(i) Languages other than English (LOTE); 27</p> <p>(ii) Braille; and</p> <p>(iii) Signing (e.g. AUSLAN);</p> <p>Will receive a communication allowance of \$10.94 per week (based on \$569 p.a. with no pro rata for the weekly payment) subject to meeting the following requirements:</p> <p>(i) Required by the Department to perform the interpretation; and</p> <p>(ii) Hold qualifications recognised by the Department.</p>
Part-Time Interpreters or Translators (Public Service) (SA) Award	<p>CLAUSE 2.1 LINGUISTIC ALLOWANCE OPDATE</p> <p>The allowance in this Award shall operate from the first pay period on or after 1 July 2018. Officers registered as part-time interpreters or translators with the Registering Authority, shall be paid a linguistic allowance of \$912 per annum in addition to their normal salary. This allowance is to be regarded as salary for the purposes of calculation of shift penalty and for overtime and is to be varied according to the wage decisions.</p>
Australian Bureau of Statistics (Interviewers) Enterprise Award 2016	<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> <p>(a) when undertaking a Grade 2 assignment:\$4.14 per hour;</p> <p>(b) when undertaking a Grade 3 assignment:\$2.91 per hour;</p> <p>(c) when undertaking a Grade 4 assignment:\$0.66 per hour.</p>

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