



Cymdeithas
Cyfieithwyr
Cymru

A report on activities 2015-16



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A report on activities during 2015-16

Introduction

The main aim of Cymdeithas Cyfieithwyr Cymru – the association of Welsh translators and interpreters (hereafter the Association) – this year has been to continue to maintain and develop professional standards in translation and interpretation and to improve, increase and expand the knowledge and skills of translators and interpreters.

This was achieved in several ways, including:

- increasing our membership to represent ever greater numbers of translators and interpreters;
- holding membership examinations for translators and interpreters;
- promoting the professional development of translators and interpreters by providing a varied programme of workshops, and encouraging and advocating continuing professional development;
- maintaining our relationship with Higher Education institutions, particularly the Coleg Cymraeg Cenedlaethol;
- maintaining and nurturing our links with other organisations and institutions within the field of translation and beyond;
- promoting and marketing the Association and its members.

This report provides an overview of activities during 2015-16, a summary of the financial situation, and information about the Association's governance arrangements. It also summarises what was achieved during the period 2013-16 when the Association was in receipt of a grant from the Welsh Language Commissioner to "finance regulatory activities". This grant expired on 31 March 2016.



Foreword

With the cessation of the Welsh Language Commissioner's grant in March 2016, it has been a worrying year, in terms of the financial situation, for the Directors and members, but in particular for the staff. We wish to express our thanks to them for their diligence during this period of uncertainty.

Early in the financial year Judith Kaufmann left her post in order to pursue a different career path. No-one was appointed in her place due to the financial uncertainty at the time and as a result we now have fewer staff than before. Although this led to a reduction in overheads it has had a detrimental effect on the Association's ability to realise its aim and objectives. Losing Judith's expertise has meant that we have achieved less in certain areas, most notably in the field of continuing professional development.

Fortunately, we have managed to secure a year's funding, subject to conditions, from Welsh Government. The Association co-operates with the Government on its targets and objectives and we hope that this collaboration will continue.

We are very lucky to have so many translators who are loyal to the Association. Membership numbers remain extremely stable and this is a great source of pride. Thank you very much indeed.

The new website is now up and running and looks extremely professional. Members now have more opportunities to let potential customers know about them and the services they offer.

We continue to collaborate with public institutions and other translation and interpreting associations to raise the profile of translation and interpreting in general, in Wales, the UK, and beyond.

The publication of this report coincides with the fortieth anniversary of the Association. During this period the Association has done much to elevate the status of translation and increase professionalism in the field, and it has an equally important contribution to make as the Welsh language faces up to the considerable challenges that lie ahead.

*Claire Richards,
Chair*



1. The Association's situation on 31 March 2016

- 1.1 2015-16 was the third and final year of a three year contract between the Association and the Welsh Language Commissioner during which a grant was received to "finance the Association's regulatory activities".

During this period the Association continued to strengthen the foundations of the Welsh/English translation and interpreting profession/industry, to enhance the skills and knowledge of translators and interpreters and to promote the professional standards it espouses. Activities undertaken to achieve this during the period 2013-16 include:

- continuing to maintain the examination system – Text Membership Examinations and the Interpreting Test – that allows translators and interpreters to join the Association, thus enabling it to represent an ever greater number of translators and interpreters.
- continuing to organise a varied programme of training workshops for translators and interpreters and those wishing to join the profession.
- developing a Continuing Professional Development scheme for members.
- continuing to ensure that the Association's membership list is accurate and up-to-date at all times and the effective operation of the membership renewal system.
- continuing to ensure that all members of the Association are aware that they are required to adhere to the Professional Code of Conduct, which is a condition when paying their annual membership fee; and dealing with any complaints in accordance with the complaints procedure which is linked to the Code.
- establishing a procedure for recognising Full Members' and Interpreting Members' areas of professional expertise.
- continuing to develop a means of ensuring recognition for third sector and public organisations.
- establishing a system for student recognition (though not as members).
- continuing to support the Coleg Cymraeg Cenedlaethol in its efforts to establish a Translation Studies Scheme. A Joint Memorandum of Understanding was signed between the Association and the Coleg in August 2014.



- continuing to collaborate with the University of Wales Trinity Saint David on the Postgraduate Certificate in Interpreting.
- continuing to represent the Association and the profession on relevant committees.
- continuing to develop, maintain and nurture links with key partners and organisations that promote the Welsh language.
- continuing to develop, maintain and nurture links with translation and interpreting associations both in Wales and beyond.
- continuing to promote and market the Association and its members.

1.2 Ar 31 Mawrth 2016 roedd y Gymdeithas mewn sefyllfa llawer gwannach a mwy bregus nag yr oedd hi ar 1 Ebrill 2013.

Only 2 full-time officers are currently employed by the Association, compared with 2.7 members of staff on 1 April 2013. Present levels of funding available to the Association are insufficient to fill the third post, which was frozen in May 2015, when the previous post holder left, because of uncertainty at the time regarding funding for the Association in 2016-17.

During the period 2013-16, the public grant to the Association has been cut by 31%, from £87,500 to £60,000. This reduction is even greater considering that the grant in 2012-13 was £97,269 and that it will be £50,000 in 2016-17.

1.3 In light of the fact that grant funding from the Welsh Language Commissioner would be coming to an end on 31 March 2016, a great deal of time was spent during the year discussing and considering the future of the Association. The Board of Directors met to discuss the future of the Association, agreeing on a strategic plan was agreed for the period 2016-19, and a number of possible scenarios were discussed in the event that the Association didn't receive a grant. Discussions were held with Welsh Government officers and during the first three months of 2016 talks led to an agreement on the targets that will form the basis of a grant of £50,000 from Welsh Government in 2016-17.



2. Membership of the Association

Individual members

On 31 March 2016, the Association had 357 individual members, the same number as on 31 March 2015, as follows:

Full Members - 194

Basic Members - 144

Interpreting Members - 72 (19)*

* The figure in parentheses represents the number of members who are solely Interpreting members. The remainder are also Full members (40) or Basic members (13).

It is encouraging that members' support for the Association is very strong. This is a clear indication that the majority of professional translators and interpreters value being a member of a professional association.

Membership can only be secured by succeeding in the Association's Text Membership Examinations or the Interpreting Test. There are two levels of membership for translators – Full and Basic – and one level of membership for interpreters.

The Association's membership year runs from 1 April. We have a robust and fair system for issuing reminders when membership fees are due. As a result, only the names of those members who have paid their annual membership fee appear on the Association's website.

Professional conduct

All members of the Association make a commitment to act in accordance with the Professional Code of Conduct when paying their membership fee. Linked to that, the Association has a complaints procedure. We are pleased to report that no complaints were received against members of the Association during the year. The Association also offers a Translation Quality Assessment Service, for which a fee is charged.

Recognising members' areas of professional expertise

It was decided to establish and develop a system for recognising Areas of Professional Expertise and to restrict this purely to Full and Interpreting members. It was resolved that, when acknowledging any area of expertise, consideration should be given, in principle, to methods that would be suitable and appropriate for the area in question.

It was decided that Interpreting in Court would be the recognised professional field of expertise. In consultation with officers from HM Courts and Tribunals Service, we agreed on a set of guidelines and the first Interpreting members to



be invited to apply for recognition. All 8 members were pleased to receive the invitation and were keen to accept. Other Interpreting members will be invited to receive recognition in 2016-17. Reinstating the seminar for interpreters and court workers will be a key aspect of these new arrangements.

It was also decided that another area of professional expertise to be recognised would be Editing and work on developing this will take place during 2016-17.

Recognition of others

The Association recognises translation and interpreting companies via the Recognised Company system. Public and third sector organisations who fulfil the criteria are offered recognition as either Recognised or Affiliated Organisations.

Recognition as an Affiliated Student is available to students who intend to follow a career in translation and is a means of encouraging and supporting students to realise their ambition. Being an Affiliated Student does not constitute membership of the Association.

3. Holding membership examinations for translators and interpreters

Text Membership Examinations

Text Membership Examinations were held in April 2015 and in October 2015 at the Full and Basic level. They were held at Coleg Ceredigion, Aberystwyth, Cardiff University, and Coleg Meirion-Dwyfor, Glynllifon. We are grateful to the staff at these institutions for their willingness to offer support and co-operation.

The examination statistics are as follows:

	April 2015		October 2015	
	Candidates	Passes	Candidates	Passes
Total number of candidates *	33		31	
Full *	13	0	15	2
Paper 1 - into Welsh	10	0	13	0
Paper 2 - into English	4	0	3	2
Basic *	20	9	16	9
Paper 1 - into Welsh	17	6	14	6
Paper 2 - into English	9	3	10	6

* Some candidates sat both papers



It was encouraging once again to see so many sitting the examinations for **Full Membership**. This indicated an increasing desire amongst translators to achieve a truly professional standard in their work.

However, we are saddened to note that none of the candidates succeeded in either of the two rounds in the examinations into Welsh, although there were some promising features in everyone's work as well as examples of successful and effective translation. Despite the fact that none of the candidates reached the required standard, none of the attempts could be described as bad either. Having said that, we did not feel that any of the candidates demonstrated a sufficient command of the art of translation to justify awarding them Full Membership status. What, therefore, has prevented these candidates, who are able to produce faultless work in places, from reaching the standard required to achieve a pass at this level?

One obvious weakness was our distinct impression that candidates had translated the words only, with no regard for the fundamental meaning and message in question. Before undertaking a translation, one should be totally clear about the thrust of the original in order to convey the meaning in Welsh that is polished, natural and reads convincingly. As a result, it is disappointing to have to state that there were numerous examples of unsuccessful translations that are unacceptable at this level. Exam conditions may account for the odd slip-up in work that would otherwise be flawless, but even allowing for such mistakes, we could not see how any candidate's work could be considered to have met the standard of a professional translation that would not require amendments or correction.

Turning to the examinations into English, although only a small number of candidates sat the paper, two of them passed. As in a number of previous examinations, there were commendable elements in all candidates' work, but the standard was inconsistent, and we felt that candidates lacked a sufficiently strong command of natural patterns in English. They need to continue to refine their craft, in order to develop a greater grasp of English and its registers. In order to succeed at this level, they must submit a translation that reads convincingly, flows naturally in the target language, and conveys the full meaning of the original.

We would encourage everyone who wishes to sit the examination for Full Membership to continue to perfect their craft and seek continuous improvement in their work, in order to ensure that every translation they produce is of a professional standard.

The number of candidates sitting the **Basic Membership** examinations was slightly lower than in previous years.

A good number did, however, succeed in passing the examination into Welsh. Despite the fact that the successful candidates showed considerable promise in their work, none of them excelled in both test pieces. The standard in general was



inconsistent and varied considerably, and a number of candidates were on the borderline. It was frustrating to see that a number of quite promising candidates failed to reach the standard due to careless mistakes that detracted from the work as a whole. Having said that, there were encouraging elements to be seen in many of the candidates' work.

Consideration, care and editing were all evident in the work of the best candidates, and apart from the odd slip-up which is quite understandable under exam conditions, they dealt well with the test pieces, although everyone tended to have more success with the first than the second.

Unfortunately, however, there was no shortage of examples of unsuccessful translation, including serious errors in terms of meaning, register and syntax. All too often, candidates failed to convey the meaning of the original, or attempted to convey the meaning only to be defeated by the construction, thereby producing incorrect and clumsy translations. There was considerable Anglicisation of Welsh language patterns and an abundance of examples of inaccuracies and incorrect mutations. The odd typing error under exam conditions is forgivable, but candidates must read their work carefully before submitting it, and make use of aids such as the spellchecker. This will help to highlight some of the mistakes.

Several papers were, unfortunately, very poor, and the nature and frequency of the errors in those papers showed that the candidates in question were overwhelmed by the test pieces. These candidates and any potential future candidates would benefit from seizing every possible opportunity to receive training and guidance. The translation e-workshop could prove to be both valuable and useful for those candidates preparing to sit the examination.

Although the majority of translations submitted in the examinations into English included pleasing elements, on the whole, the general standard was inconsistent. The standard of work submitted for the examination in April 2015 was merely satisfactory whereas the standard was higher in the examination held in October 2015. None of the candidates achieved excellence in either examination but, having said that, it was encouraging to see that there were no truly weak candidates although several of them made lighter work of one test piece than the other.

Candidates' insufficient grasp of English grammar and syntax proved to be the main failing. Candidates and potential candidates alike should take advantage of every opportunity to read high-quality English, in order to get a better feel for natural patterns in the language at its best. They should all seize every opportunity to hone their skills, and continue to refine their craft, so that there is a continuous improvement in their work and so that they can maintain the highest standards.

As is normally the case with the Basic Membership examinations, we tried to ensure that the topics of the test pieces were sufficiently familiar. It was



surprising, therefore, that some candidates were unaware of fairly common terminology.

Generally, therefore, candidates are urged, as so many times in the past, to pay more detailed attention to the exact meaning of the original, and to check their work much more carefully, thereby ensuring that they submit a script that accurately conveys the meaning and message of the original. In order to pass the Basic examination, a sufficient command of English and Welsh language patterns is required so that the translation reads naturally in the target language. As in every round, the message to candidates is that they need to try and familiarise themselves with robust written language and a variety of styles in both languages and then ensure that, in the examination itself, as much attention as possible is paid to both the translating and the editing.

It is pleasing to note that the **Wil Petherbridge Memorial Prize** for 2015 was awarded to Rhodri Owain, a translator with the Wales Council for Voluntary Action. This award is presented – in memory of the former secretary of the Association, who was a pioneer in the field of translation in Wales – to the most promising candidate for Basic Membership, for translation into Welsh, if a worthy recipient is identified.

As part of the ongoing process of reviewing, refining and reinforcing the examination system to ensure professional transparency and credibility among professional translators, a day was held during the year for examiners and markers. This gave them an opportunity to meet to discuss specific aspects of the marking system. It also formed part of their professional development as markers and tutors for the Association.

The Interpreting Test

One Interpreting Test was held during the year, in November 2015. It was held at professional sound studios of CTV, Cardiff and Aran Studio, Groeslon, near Caernarfon. We are very grateful to the staff at both studios for their willing support and co-operation.

5 candidates sat the test, 2 of whom were successful.

In contrast to the trend seen in the Interpreting Tests during the last two or three years the standard of the strongest and weakest candidates differed considerably. The most experienced candidates managed to give a polished, accurate and complete performance using general and technical vocabulary fluently, with appropriate phrases and syntax in the target language. For the most part, a good attempt was made to enunciate and differentiate between speakers by varying the tone of voice.

In the best translations we heard examples of native and natural idioms and skilfully-crafted syntax. However, we also heard literal translations with feeble syntax and the use of unidiomatic English or inappropriate idioms. As mentioned



previously on numerous occasions, syntax is often the main failing in these tests and this is often what separates an acceptable and a good translation. This emphasises the need for candidates to listen to high-quality English.

4. Promoting professional development

Once again, in order to promote the professional development of translators and interpreters and those wishing to join the profession, a varied programme of activities was organised, including workshops and the translation e-workshop. Generally, there has been a very positive response to this aspect of the Association's work. Many translators see these professional development and training opportunities as extremely valuable and as one of the strengths of the Association. It is also a sure indication that there is a demand for workshops and a need for more training activities.

There was, however, a reduction in this aspect of the Association's work in 2015-16, with fewer workshops being organised than in previous years. The departure of the Professional Development Manager in May 2015 had a detrimental effect on our training programme, as did the decision to freeze the post due to uncertainty regarding the Association's finances during 2016-17.

A total of 6 **face-to-face workshops** were organised during the year. In line with the pattern adopted several years ago, most were held in more than one location across Wales (including Bangor, Caernarfon, Aberystwyth, and Cardiff), so that they were as accessible as possible for translators and interpreters in all parts of Wales. The workshop topics included:

An Interpreting taster session – tutors: Lynwen Davies and Ann Llwyd;
Legislative Translation - tutors: Richard Crowe and Manon George
(organised jointly with the Welsh Government Translation Service and Wales Governance Centre);
Understanding the English when translating into Welsh - tutor: Sylvia Prys Jones;
Editing and checking translations - tutor: Marian Beech Hughes;
An Introduction to Translation Memory – tutors: Lowri Roberts and Stefano Ghazzali;
Perarogl ynteu drewdod? (Scent or stench?) - tutor: Eirlys Williams.

97 individuals attended these workshops and there were 111 registrations. It is pleasing to note that several additional sessions had to be arranged to meet demand.

The **translation e-workshop** has remained popular as an effective means of learning and offering structured training to people who can work to deadlines in their own time. Separate translation e-workshops are offered at Full and Basic level. In the translation e-workshops the participants translate two test pieces



of the same length and standard as those in the relevant examination, and receive comments on their translations from tutors who are both experienced translators and the Association's examination markers. During the year 4 translation e-workshops were held, 2 at the Full level and 2 at the Basic level. 41 individuals took part and there were 55 registrations.

A total of 122 individuals, 49 of whom were members of the Association, benefited from all these training activities. The remainder were translators working in the public sector for central government or local authorities, in translation and interpreting companies and independent translators. This is a clear indication that the profession/industry as a whole values this exceptional and important provision offered by the Association in order to facilitate the professional development of translators and interpreters. A number of individuals who were considering pursuing a career in the profession also participated in the training.

During the year specific training programmes were devised for translators employed by NUS Wales and HM Revenue and Customs.

The Association continued to encourage members to give consideration to their **continuing professional development (CPD)**, and to emphasise the importance of paying due regard to this. Members received a paper outlining the advantages of CPD. This provided a convenient guide to help members draw up their personal CPD plan, and offered guidance on the type and scale of CPD activities that would be most suitable and relevant. Since the launch of the new website, each member is now able to log their CPD activity in their personal record on the website, which can only be accessed by the members themselves and the Association's staff.

5. The Members' Day

In September 2015, 30 people attended the Members' Day held at the National Museum in Cardiff. The intention of the Members' Day was to give members an opportunity to come together in a less formal atmosphere and discuss matters of common interest.

It was an extremely enjoyable, interesting and useful day. Manon Humphreys and Rhian Huws gave an excellent presentation sharing their experiences and describing their collaboration on a major photography exhibition by the museum; there was also a lively discussion based on FIT's chosen theme for the 2015 International Translation Day, namely the changing face of translation, a discussion triggered by the panellists Claire Richards, Nia Davies and Muiris Mag Ualgharig.

This was the second time that we have held a Members' Day, and our intention is that it should become an annual event that will coincide with International Translation Day, which is celebrated on 30 September.



The **Annual General Meeting** was held during the day. Resolutions included the adoption of a number of amendments and additions to the Association's Articles of Association, tabled by the Board of Directors. These amendments and additions will strengthen the management document, and they were made primarily because the original Articles, drawn up when the Association was established in 2003, predate the Companies Act 2006 and other developments.

6. The Hedley Gibbard Memorial Lecture

As usual, The Hedley Gibbard Memorial Lecture was held during the week of the National Eisteddfod. In her masterful lecture, 'Anturiaethau Alys yng Ngwlad Hud: cyfieithu clasur i'r Gymraeg', Professor Sioned Davies, from Cardiff University's School of Welsh, analysed the Welsh translations of 'Alice's Adventures in Wonderland' by Lewis Carroll, during the 150th anniversary year of the publication of book in 1865.

7. The Association's new website

The new website went live on 11 February 2016. It contains all the information that was available on the old website as well as some new information. It will also be more user-friendly and accessible via any platform, including desktop computer, tablet or phone.

Several messages were received from members praising the new website such as 'A really smart website!', 'The new website looks GOOD!', and 'The website looks neat and professional – it should please the members.'

The most important and exciting development on the new website is the 'About me' section. Each member now has their own personal page on the website that allows them to post information about themselves directly on the website, and to edit and change this information at any time. Members will now be able to submit whatever information they wish about themselves and the service they offer. We hope that the new website can, therefore, act as a website for each individual member as well as being a website for the Association, and that it will prove to be a valuable resource for all members whether they work in an organisation, for a company or independently.

The website also has a page where translation jobs are advertised. The Association offers this service free of charge to companies and organisations seeking to appoint translators and interpreters.

The website will be central to the Association's marketing and communication activity by promoting the Association's aim and objectives as the professional body for English/Welsh translators and interpreters. This is the only place to



search for information about Welsh translators and interpreters and the profession/industry in Wales. It will serve as a means of providing information to the various groups with whom the Association needs to liaise, namely members, potential members, other translators and interpreters, organisations and institutions, commissioners of translation and interpreting and other key contacts outside the translation world. It will also include information and resources for translators and interpreters, and teaching materials and guidance for individuals who wish to become members of the Association.

8. Maintaining and nurturing key links – Higher Education institutions

The Association continued to maintain its close relationship with the **Coleg Cymraeg Cenedlaethol**. In particular, the Association has continued to support the Coleg in its efforts to develop a national academic scheme in the field of translation studies that will respond to the needs of the translation profession/industry.

The Chief Executive is a member of the Translation Studies Consortium. The Consortium intends to sustain a strategic overview of the academic provision, offer leadership and advice in order to ensure that the academic provision reflects the training needs of the profession, and that it reflects the standard and range of skills expected by the translation profession.

In January 2016 Mandi Morse took up her post at Aberystwyth University as the lecturer responsible for the Professional Translation Studies scheme. We welcome this appointment and will endeavour to offer our full support to Mandi in this post. The Association sees this as a very important scheme for the development of the industry/profession in Wales. Cultivating a strong and practical relationship on all levels between the Association and the scheme is a clear priority.

The Association continued to provide practical support for the Postgraduate Certificate in Interpreting at the **University of Wales Trinity Saint David**, having played an instrumental role in the establishment of this qualification. This is the only qualification available for English/Welsh interpreting, and it is an opportunity to gain an academic qualification that satisfies the needs of the translation profession/industry.

We were delighted to be able to acknowledge Dawn Wooldridge's achievement in being awarded a PhD at **Bangor University** for her dissertation, 'Proffilio gwallau: astudiaeth o sut mae darpar gyfieithwyr Saesneg-Cymraeg yn cyfieithu' ['Profiling errors: a study of how prospective English-Welsh translators translate']. Both the internal and the external examiner praised Dawn's research for its ground-breaking content and relevance to the translation profession/industry in Wales. The PhD was part of the KESS scheme supported by the European Social Fund via Welsh Government, and Dawn's studies were part funded by the Association.



9. Maintaining and nurturing key links - organisations and institutions

The Association has continued to be represented on various committees, including the Group for the Promotion of the Welsh Language (a group which the Welsh Government Welsh Language Unit is responsible for co-ordinating and administering) and Rhwydiaith (the public sector Welsh language officer working group, which is organised and hosted by WLGA).

Wales Council for Voluntary Action (WCVA), in partnership with the Association, has extended the translation and interpreting offer to its members to include the Association's members from all parts of Wales.

The Association is a member of: Dathlu'r Gymraeg, Dyfodol i'r Iaith, Wales Council for Voluntary Action, Mantell Gwynedd, and the Institute of Welsh Affairs.

The Association provided advice and professional support to the Food Standards Agency and Careers Wales regarding the appointment of translators. The Association offers this service for a modest fee to any organisation or institution seeking to appoint a translator or interpreter.

A translation competition for 19-25 year olds was held for the first time in 2015 at the Urdd Eisteddfod. This competition came about as a result of collaboration between the Association and the Urdd. The winner, Heledd Fflur Hughes, is a member of the Association. Her prize was a day at the National Assembly Translation and Recording Service, an experience which she enjoyed immensely. Heledd had the opportunity to meet First Minister Carwyn Jones AM, and she told him that she was keen to continue to develop her career as a translator and become a Full member of the Association.

The Association presented oral and written evidence to the Welsh Language Working Party in the area of Economic Development and Local Government Administration. The evidence focussed on the important role translation plays in developing and strengthening the Welsh language in Local Government administration and in implementing the Welsh Language Standards.

In the translation world, the Association continued to widen its networks and contacts by maintaining and developing its relationship with translation and interpreting associations and organisations, amongst which are the Institute of Translators and Interpreters, the ITI Cymru/Wales Group, the Chartered Institute of Linguists, NRPSI, as well as translation and interpretation directorates in the European Commission, and universities. During the year the Association joined Professional Interpreters for Justice, an umbrella group that campaigns to protect the interests of interpreters, formed in 2012 following the establishment of the Ministry of Justice's framework agreement on language services. The Association is a member of FIT (International Federation of Translators/ Fédération Internationale des Traducteurs).



10. The financial situation

The Association received a grant of £60,000 from the Welsh Language Commissioner towards its regulatory activities.

The other main source of income for the Association was the membership payments, which netted £52,051.

The income generated enabled the Association to continue to employ 2 full-time members of staff, as well as carrying out the work described in this report.

The accounts show that the Association had funds of £127,760 at the end of the year.

The (unaudited) financial report was prepared by Owain Bebb a'i Gwmni Cyf., Caernarfon.

During the year Owain Bebb a'i Gwmni Cyf. were asked to undertake a review of the Association's internal systems (the company undertook a similar review in 2011). In evaluating the review the company stated "On the whole your systems and controls are very good and are certainly better than those I have seen in other companies similar to yours". The review also considered the Association's position regarding VAT (it was confirmed that the Association did not need to be VAT registered because neither its sources of income nor the amount of income had changed since the last review) and Corporation Tax (the Association will continue to pay tax on interest from investments only).

11. Management of the Association

- 11.1 Cymdeithas Cyfieithwyr Cymru Cyf. is a company limited by guarantee. It is registered in Wales, registration number 4741023.

The Association is managed by the Board of Directors. The following were members of the Board of Directors on 31 March 2016: David Bullock, Mari Lisa Davies, Bethan Mair Evans, Fiona Gannon, Catherine Jones, Mary Jones, Hywel Pennar, Lisa Pugh, Claire Richards, Huw Tegid Roberts and Lowri Roberts. Hywel Hughes was a Co-opted Member.

The Board of Directors met on 17 April 2015, 8 July 2015, 18 November 2015 and 27 January 2016.

During the meeting of the Board of Directors held on 18 November 2015 Claire Richards was appointed Chair, as successor to Mary Jones.

At the AGM three Directors stepped down from the roles they had held since the Association became a company limited by guarantee in 2003. Berwyn Prys Jones (who served as Chair for many years), Ann Corkett (a former Treasurer) and Heini



Gruffudd all gave many years of commendable service to the Association as Directors and we are extremely grateful to them for their tremendous and valuable contributions to this important aspect of the Association's management.

11.2 **The Association's examinations and assessment procedure**

Fiona Gannon is the Chief Examiner for the Association, and she is responsible for the Text Membership Examinations and the Interpreting Test.

The Text Examination Board / Register of Markers for Text Membership Examinations

The following were members of the Register of Markers for Text Membership Examinations and acted, in turn, as members of the Text Examination Board when they were marking: Meg Elis (Deputy Examiner), Mary Jones (Deputy Examiner), Catrin Beard, Ann Corkett, Mari Lisa Davies, Heini Gruffudd, Berwyn Prys Jones, Lindsey Jones, Sylvia Prys Jones, Meinir McDonald, Glenys Roberts, Catrin Small, Megan Hughes Tomos, Eirlys Williams, Tegwen Williams, Gareth Wood and Menna Wyn.

The Interpretation Board / Register of Interpretation Assessors

The following were members of the Register of Assessors for the Interpreting Test and served, in turn, as members of the Interpretation Board when they were acting as assessors: Delyth Davies, Lynwen Davies, Siôn Edwards, Rhys George, Catrin Howells Lloyd, Hywel G. Hughes, Rhian Huws (Interpretation Deputy), Aled M. Jones, Siân Eleri Jones, Ann Llwyd, Siôn Aled Owen, Mair Parry-Jones and Angharad Watson.

11.3 **The Membership and Professional Standards Committee**

The following were members of the Membership and Professional Standards Committee during the year: David Bullock (Chair), Delyth Davies, Fiona Gannon, Claire Richards and Lowri Roberts.

12. Closing remarks by the Chief Executive, Geraint Wyn Parry

I would like to express my thanks and appreciation to Nia Wyn Jones for her hard work and commitment to the Association.

I also very much appreciate the constant support I have received from both the Association's Chairs during the year, namely Mary Jones, up until her resignation in September 2015, and her successor, Claire Richards. I would like to thank them and all members of the Board of Directors for their wisdom when carrying out their work, and their regular attendance at Board meetings.

I would also like to thank those members who serve the Association in other ways, examining and marking examinations, tutoring workshops, and serving on other committees. The happy co-operation between staff and members is one of the main strengths of Cymdeithas Cyfieithwyr Cymru, and long may it continue.

