



Cymdeithas  
**Cyfieithwyr**  
Cymru

# A report on activities 2018-19

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## Cymdeithas Cyfieithwyr Cymru

Cymdeithas Cyfieithwyr Cymru – the association of Welsh translators and interpreters (hereafter the Association) – is the national association which leads, develops and promotes professional English/Welsh translation and interpreting. As the only professional association for English/Welsh translators and interpreters, it has played a key role in creating a community of professional translators and interpreters throughout Wales.

The Association has three levels of membership: Full and Basic membership for translators and an Interpreting membership.

The Association represents all aspects of English/Welsh translation and interpreting: its members work in the public and third sectors, the private sector, and as freelancers.

Since its inception in 1976 the Association has:

- maintained, developed and promoted the highest professional standards in English/Welsh translation and interpreting by setting those professional standards, improving, increasing and broadening the knowledge and skills base of translators and interpreters.
- ensured that the translation and interpreting profession/industry develops effectively as part of the promotion of the use of the Welsh language and is able to respond proactively to the needs of a bilingual Wales.

To achieve these goals, the Association aims to represent the majority of English/Welsh translators and interpreters, reduce the number of instances where individuals feel able to claim erroneously to be translators or interpreters, and both to improve the understanding and knowledge of those seeking to obtain translation and interpreting services and to provide them with an assurance that they can expect to receive work of a high professional standard.

By providing the Association with grant funding since 1997 - both directly since 2016 and, in previous years, via the Welsh Language Commissioner (2012-16) and the Welsh Language Board - the Welsh Government has invested a total of over £1.7m in the Association's work of developing, promoting and strengthening the English/Welsh translation and interpreting profession/industry. This constitutes the 'consistent ... support' recognised in the Welsh Government's strategy document 'Cymraeg 2050'.

### New office

Cymdeithas Cyfieithwyr Cymru was obliged to find a new office during the summer. Since 17 September 2019 the Association's office is at Intec, Parc Menai, on the outskirts of Bangor.



## Foreword

As a child at Tan-y-coed primary school in Penisa'rwaun, my fellow pupils would often ask me what the Welsh word for this or that was. Little did I think that the subsequent development of my interest in the Welsh language would provide me with an opportunity to serve as Chair of Cymdeithas Cyfieithwyr Cymru.

At the time, the thought hardly crossed my mind that there would eventually be hundreds of us able to pursue a full-time vocation as translators and interpreters answering similar questions many times a day. Pleasingly, the past decades have seen an ever-increasing demand for Welsh-language materials which has meant that the role of translators and interpreters has gained ever greater prominence in Wales.

It is therefore with great pleasure that we present this report both to our members and to those interested in our activities. Cymdeithas Cyfieithwyr Cymru has again attracted a record number of members – 377 by year-end. In such politically fraught times where every word in materials for public consumption is so closely scrutinised both for its surface and hidden meanings, it is gratifying to know that an organisation such as Cymdeithas Cyfieithwyr Cymru exists to reassure commissioners of translations and interpreting of the high standard of our members' work.

As members, we were once again fortunate in having opportunities to hone our skills and learn new approaches at workshops and professional development events organised by the Association. My thanks go to those who facilitated such sessions, and we look forward with equal interest to seeing what the coming year's programme will bring.

As I take up the role of Chair, I would like to thank my predecessor, Claire Richards, for steering the Association through a period of uncertainty and on to a more solid financial footing. Once again this year, we are grateful to the Welsh Government for a grant which provides Cymdeithas Cyfieithwyr Cymru with the necessary financial security to organise a constructive and worthwhile programme of activities for both current and prospective members.

I reserve my greatest thanks for Geraint Wyn Parry and Nia Wyn Jones in the Association's office, a small team who achieve great things for us. We wish both of them well with their work again this year, particularly as they start working at a new location on the outskirts of Bangor.

In presenting this report on the 2018-19 activities of Cymdeithas Cyfieithwyr Cymru, I would like to thank everyone involved in each individual aspect of the Association's work – as examiners, markers, tutors and invigilators – and to those responsible for a whole host of other contributions to our work. I trust that the coming twelve months will see yet another year of progress in English-Welsh translation, with the Association playing an integral part in all such developments.

**Huw Tegid Roberts**  
Chair



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# 1. Introduction to the report

This Report on the 2018-19 activities of Cymdeithas Cyfieithwyr Cymru has been prepared in the light of the strategy-focused objectives of the Strategic Plan. The chapters which follow report on progress in achieving the Association's four strategic objectives of maintaining and increasing membership, promoting professional development, maintaining and developing key contacts, raising our profile and promoting professional values; and in the Association's governance and management.

The Strategic Plan promotes the Association's aims and objectives by building on the solid foundations laid down during recent years, thus allowing the Association to continue with its mission of further developing the English/Welsh translation and interpreting profession/industry.

This basic principle was central to the Association's achievements in 2018-19 as it continued to maintain and develop professional translation and interpreting standards and improve, increase and develop the skills and knowledge of translators and interpreters.

This was done in a variety of ways, including:

- increasing the number of translators and interpreters it represents;
- holding membership examinations for translators and interpreters;
- promoting the professional development of translators and interpreters through a varied programme of workshops, and encouraging and promoting CPD;
- maintaining relationships with Higher Education institutions, especially the Coleg Cymraeg Cenedlaethol, and the relevant academic courses;
- maintaining and developing our links with other organisations both within and beyond the profession;
- promoting the Association's professional values, raising the profile of professional translation and interpreting and marketing the services provided by its members.

This report provides an overview of activities in 2018-19 and includes information about the governance and funding of the Association.

Readers of this report are strongly recommended to visit the Association's website – <https://www.cyfieithwyr.cymru/en> - for further information about the Association and the activities described in this report.

**Cymdeithas Cyfieithwyr Cymru was part-funded by the Welsh Government in 2018-19.**



## 2. Strategic objective 1: Maintaining and increasing membership: membership of the Association

This strategic objective aims to ensure that the Association represents an increasing number of translators and interpreters and widens its influence and impact by maintaining and developing professional standards in translation and interpreting.

*This strategic aim relates to membership of the Association and its examination system. These elements are covered in two sections: this section concerns matters related to managing and administering membership while the next describes the examination system.*

Membership of the Association can only be achieved by passing its Text Membership Examinations or its Interpreting Test. The two levels of membership for translators are Full and Basic. There is only one level of membership for interpreters, one into English and one into Welsh. Membership of the Association is on an individual basis only.

### 2.1 Membership of the Association

On 31 March 2019, the Association had a record 377 members, an increase of 12 on the corresponding figure for 31 March 2018. The categories to which they belong are as follows:

Full Members: 205

Basic Members: 154

Interpreting Members: 72\*

\* Of the 72 Interpreting Members, 18 are Interpreting Members only. The remainder are either Full Members (44) or Basic Members (10).

All are Interpreting Members into English while 18 are Interpreting Members into Welsh.

The Association represents all aspects of the English/Welsh translation and interpreting profession. Thirty-seven per cent of members work in the public and third sectors. Of the members working in the private sector, 43% are sole traders while 20% work in translation/interpreting companies.

The Association's membership year runs from 1 April. A fair and robust procedure is operated for issuing reminders in April and May when membership fees are due. Only members who have paid their annual membership fee for the year have their names listed on the the Association's website.

Members enjoy a number of benefits and services, including a regular news bulletin, relevant information, reductions in charges for the Association's workshops and events, space on the Association's website, together with an annual Members' Day.



For the first time, a Membership Handbook was published and distributed to all members. The aim was to answer most, if not all, questions about membership of the Association.

New logos were designed for Full Members and Interpreting Members, as well as Recognised Companies and Recognised Institutions.

## 2.2 Professional conduct

When paying their annual membership fee, all members are made aware of the expectation that they will act in accordance with the Association's Professional Code of Conduct, which includes 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 fee-based Translation Quality Assessment Service.

## 2.3 Recognising Members' Areas of Professional Expertise

The procedure for recognising Areas of Professional Expertise is restricted to Full Members and to Interpreting Members. The Association has three Areas of Professional Expertise:

Court and Tribunal Interpreting (developed in consultation with officers from HM Courts and Tribunals Service). Twenty four Interpreting Members had been so recognised by the end of the year. It is expected that only these Interpreting Members will be called to provide interpreting services in court and tribunal hearings.

Legislative Translation (developed in consultation with officers from the Welsh Government Translation Service). Nineteen Full Members had been so recognised by the end of the year.

Communications Translation. Seventeen Full Members had been so recognised by the end of the year.

Under this procedure, recognition is also given to the members who passed the European Union's Interpreting Test in 2009.

## 2.4 Recognition of others

The Association recognises translation and interpreting companies via the **Recognised Company** system. During the year this recognition was extended to Atebol. A total of 10 companies are now recognised as having achieved Recognised Company status.

Public and third sector organisations who meet the necessary criteria are recognised as **Recognised or Associate Organisations**. Ten organisations have Recognised Organisation status while another six are Associate Organisations.



Recognition as a **Student Associate** is available to students intending to pursue a career in translation/interpreting and serves to encourage and support students in realising their ambitions. Eight new Student Associates were registered during the year, making a total of 16 by year end. It is heartening to note that four Student Associates passed the Text Membership Examinations during the year to gain Basic Membership.

The **Retired Members** category is one for former members who wish to maintain their links with the Association when their formal membership ceases on retirement. Twenty four former members had expressed a wish to maintain their links with the Association in this way.

None of the above categories of recognition equates to membership of the Association.





### 3. Strategic objective 1: Maintaining and increasing membership: the examination system

This strategic objective aims to ensure that the Association represents an increasing number of translators and interpreters and widens its influence and impact by maintaining and developing professional standards in translation and interpreting.

*This section deals with the Association's Text Membership Examinations and the Interpreting Test.*

#### 3.1 Text Membership Examinations

Text Membership Examinations were held in April 2018 and October 2018 at both Basic and Full levels. The examination statistics are as follows:

	April 2018		October 2018	
Total number of candidates [1]	64		37	
	Candidates	Passes [2]	Candidates	Passes [3]
<b>Full</b>	23	9	14	5
Paper 1: into Welsh	19	6	12	4
Paper 2: into English	6	3	3	1
<b>Basic</b>	41	15	23	6
Paper 1: into Welsh	39	11	22	6
Paper 2: into English	21	9	6	1

#### Notes

[1] Some candidates sat both papers.

[2] Nine of the successful candidates in the April 2018 examinations were already members. Membership was approved for the other 15 candidates, all of whom joined the Association.

[3] Four of the successful candidates in the October 2018 examinations were already members. Membership was approved for the other 7 candidates, 3 of whom joined the Association before the end of the membership year.

The examinations were held at Coleg Ceredigion in Aberystwyth, at Cardiff University and at Coleg Meirion-Dwyfor, Glynllifon. We are very grateful to the staff at these institutions for their willing support and co-operation. We would also like to thank the examiners, markers and invigilators.



Some significant changes were introduced to the **Full Membership examinations** from October 2018, with the aim of providing clearer differentiation between the two levels of membership. At the Basic level it's important that candidates show promise, but the new arrangements for Full Membership will emphasise a higher professional level.

From now on, rather than being given grades, candidates will pass or fail. Each candidate will have to translate a text of some 300 words in their own time during the week leading up to the examinations, so the Full Membership examinations now include three texts for translation. The letter giving the result will include a brief comment about the candidate's work, summing up the attempt. Any candidate who is not already a member of the Association or working for a Recognised Company or Organisation will have to submit a reference from a Full Member as part of the application to sit the examination(s).

In essence, the third text, completed as 'homework', is designed to give candidates an opportunity to demonstrate their skills outside the pressure of the examination room, and without being deprived of their usual internet sources. Naturally, there is therefore an expectation that the 'homework' is near-perfect: no careless errors can be allowed. Examination conditions can cause even strong candidates to make some minor slips, so the 'homework' is an important opportunity for candidates to show what they can do. All candidates should take advantage of that fact, so that the work they have completed in advance can swing the balance in their favour if their examination script happens to be a borderline pass/fail.

As always at this level, challenging texts had been chosen, so that candidates could demonstrate their ability to cope with different translations, while sustaining the required professional standard.

Although only a minority of candidates succeeded at the Full level, as in the past the standard was generally high, and success was within reach for several candidates. There were some good translations in every candidate's work, none of the candidates was particularly weak, and everyone seemed to have potential to pass.

Unfortunately, a failure to check and proofread the work sufficiently before submitting led to some minor careless errors which cannot be permitted at this level. The other main flaw which prevented candidates from attaining the required standard was a failure to convey the meaning of the original. This calls for careful analysis of the text, looking beyond the individual words in order to replicate the message and mood of the original successfully in the target language. The work has to flow naturally in the target language, a quality which cannot be compromised at Full Membership level.

All candidates at this level are urged, after checking that they have conveyed the meaning of the original accurately, to read through their translations as if they were original texts in the target language before submitting them. Doing so should make them aware of any areas in the translation where the style of the original language is too prominent. When they've mastered the art of producing translations that convey the meaning of the original naturally in the target language, they will have attained the standard required for Full Membership.



In the **Basic Membership examinations**, although only some 30% of the candidates passed, quite a few others were promising. Several managed to attain the standard in one text, even though they couldn't maintain it throughout the paper. It was obvious that many of the candidates understood what standard was required for Basic Membership, and were very close to attaining it.

The strongest candidates produced examples of successful, effective translation, conveying the meaning of the original and demonstrating a firm grasp of the target language. It was also good to see several examples of excellence, particularly in the April 2018 round of the examination into Welsh.

However, unfortunately, there were also several examples of submitted work which was full of errors and careless mistakes, such as faulty mutations and mis-spellings. The vast majority of these errors would have been highlighted by a spellchecker, and since that tool is available to all candidates in the Association's examinations, one must question in all seriousness why candidates do not take advantage of the assistance available. Although occasional minor slips can be forgiven under examination conditions, translators must develop their ability to read their work carefully, with a keen eye, so that the translation they submit does not contain any careless errors. Once again, therefore, this highlights candidates' failure to read their work carefully enough before submission.

Unfortunately, there were also some errors which suggested candidates had not read the original carefully before starting their translation. They should remember that the first five minutes of the examination are set aside for them to read the passages before anyone is allowed to start typing.

It was also disappointing, in the examinations into Welsh, to see candidates having difficulty with Welsh syntax, and tending to translate individual words literally, rather than grasping the meaning and translating it using natural idiomatic Welsh. This often requires an element of analysis, rather than mechanical word-by-word translation.

The message for all candidates, whether successful or not, and whether translating into Welsh or English, is that they should make every effort to analyze the passages for translation, unpacking the underlying meaning and message. They should also take advantage of every opportunity to strengthen their skills further and read high-quality Welsh and English texts, so that the natural patterns of both languages become further ingrained.

At the end of each examination the Chief Examiner's Report is published on the Association's website. These reports highlight successful and unsuccessful translating seen in the examination scripts. They offer constructive comments, useful advice and encouragement to candidates and others as to how they can improve themselves as translators. Any candidate, whether they have passed or failed, can also ask for an individual report on their examination paper. We place great value on these reports as part of the professional development of translators, as well as offering an overview of the common weaknesses seen when translating.



The Association awards two annual prizes to the most promising candidates for Basic membership if a worthy recipient is identified: the **Wil Petherbridge Memorial Prize** (translation into Welsh) which is awarded in memory of a former Secretary of the Association who was a pioneer in the field of translation in Wales and the **Berwyn Prize** (translation into English), named after Berwyn Prys Jones who served as chair of the Association for the greater part of its existence. The Wil Petherbridge Memorial Prize was awarded to Cerys Davey and the Berwyn Prize was awarded to Ioan Davies. Both work for Prys, Cardiff, where the ceremony to present both of them with their prizes was held.

A training day was held for members of the Association's **Register of Examination Markers**. Emphasis was given to the individual reports which constitute such an important aspect of the examination system. These are now presented using a new common template which has resulted in changes to the timetable and the general arrangements for their production.

### 3.2 The Interpreting Test

An Interpreting Test into English and an Interpreting Test into Welsh were held in March 2019.

There were seven candidates for the **Interpreting Test into English**, two in Groeslon and five in Cardiff.

The standard across the board was better than we have seen in recent Interpreting Tests into English. Every one of the candidates showed promise, and the strongest ones provided a clear, flexible interpretation into English which was natural and idiomatic. There were also fewer shortcomings as regards syntax and idiom this year. On the whole, the vocabulary was satisfactory and effective use was made of the background information provided. However, there were several examples where comparatively straightforward words were misinterpreted. Most of the candidates succeeding in conveying the nature of the discussion effectively, providing explanations for phrases which were unclear in the original.

Five of the seven candidates were deemed to have passed. In the assessors' opinion, all candidates had some virtues, and those who were unsuccessful this time were encouraged to practise diligently and gain further experience before attempting the test again.

The only candidate in the **Interpreting Test into Welsh** (in Cardiff) was successful. The assessors agreed that the candidate attained a high standard, and that it was a pleasure to hear him interpret. Although interpreting into Welsh is not requested very often, this was a very secure test.

The candidate had a firm grasp of the Welsh language, and was very aware of the importance of conveying the meaning of the original in as much detail and as accurately as possible. He had a firm grasp of the vocabulary, which enabled him to come across confidently, with an element of control over the situation. He used grammar and syntax of a high quality to convey the text clearly, using natural idioms. The tone of voice was varied appropriately, and an effort was made to differentiate between speakers even when several people were talking across one another.



The **assessment arrangements** for Interpreting Test were refined somewhat by reducing the criteria from eight to five. This new system was used for the first time when assessing the March 2019 Interpreting Tests.

Both Interpreting Tests were held in professional sound studios at Stiwdio Aran, Groeslon, near Caernarfon, and at CTV Sound Studios, Cardiff, respectively. We are grateful to staff in both studios for their ready support and co-operation. We would also like to thank the examiners and the assessors.

At the end of each Interpreting Test a general report is published on the Association's website. And as in the case of the examinations, any candidate, whether they have passed or failed, can also ask for an individual report on their attempt in the Interpreting Test.



## 4. Strategic objective 2: Promoting professional development

This strategic objective aims to ensure opportunities for translators and interpreters to help them to improve, increase and develop their skills and knowledge, thus promoting the professional skills and employability of members.

A varied programme of activities, including workshops, the translation e-workshop, the annual lecture, a Translation Slam and the Members' Day, was undertaken with a view to promoting professional development.

As in previous years, this aspect of the Association's work elicited a very positive response and provided a clear indication of the demand both for workshops and for further training activities. Despite being less extensive than in previous years, the Association's provision still manages to fill a significant gap in this field. Those who took up the opportunities were employed in the public sector, in private translation/interpreting companies or working freelance – a clear sign that translators and interpreters across the whole profession/industry see value in investing in their professional development. Those who participated in the training activities included several who were considering careers in the profession.

### 4.1 Training activities

Three **face-to-face workshops** were held during the year. In line with the arrangements adopted several years ago, they were held in more than one location to ensure as much accessibility as possible for translators and interpreters in all parts of Wales. The workshop topics were as follows:

- 'Golygu a gwirio cyfieithiadau' (a revision workshop). The tutor was Marian Beech Hughes. Sessions were held at Galeri Caernarfon (2 sessions, 17 attendees), WCVA Aberystwyth (11), and Yr Hen Lyfrgell, Cardiff (3 sessions, 40 attendees).

- 'Is-goch neu radio: dyfodol offer CAP' (interpreting equipment). The tutor was Philip Nicholes, Sound Induction Systems, Newtown. Sessions were held at Galeri Caernarfon (7 attendees), and WCVA, Cardiff (8).

- 'Craffu a Datrys' (understanding and resolving issues). The tutor was Menna Wyn. Sessions were held at Yr Hen Lyfrgell, Cardiff (2 sessions, 31 attendees), Galeri Caernarfon (13), and Aberystwyth University (6).

The **translation e-workshop** has remained a popular and effective distance-learning approach and offers structured training to those able to complete work in their own time.



In the separate translation e-workshops offered at the Full and Basic level, 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 experienced translators and members of the Association's Register of Markers. Four translation e-workshops were held during the year, two at the Full and two at the Basic level. At the Full level 13 individuals participated (14 into Welsh and 2 into English). At the Basic level, 39 individuals participated (35 into Welsh and 11 into English).

The **Interpreting Practice Session** provides an opportunity for individuals to interpret two pieces of the same length and standard as in the Association's Interpreting Test and to receive comments on their interpretations by a tutor who is an experienced interpreter and one of the Association's Interpreting Test assessors. An opportunity is also provided for them to familiarise themselves with the location and logistics of the Interpreting Test. The Interpreting Practice Session was held twice and ten individuals participated into English and two into Welsh.

**Bespoke training** was arranged for organisations that had approached the Association for such training. Training sessions were organised for the translators of NUS Cymru (2), the Editors of 'Y Cofnod' (20), HMRC (7), and Swansea University (6).

Two **Translation Exercises at the Basic level** were added to the Association's website following the examinations in April 2018 and October 2018, one into Welsh and one into English.

#### 4.2 'Balchder Crefft: Datblygu Proffesiynol Parhaus, ei fanteision'

The new version of the Association's CPD plan, 'Balchder Crefft: Datblygu Proffesiynol Parhaus, ei fanteision', was published. It combines and replaces the two previous incarnations, 'Balchder Crefft' (September 2014) and 'Datblygu Proffesiynol Parhaus, ei fanteision' (March 2016).

The CPD plan aims to offer a handy guide to encourage members considering the importance of CPD to draw up their own CPD plan. It also provides guidance to members on the type and level of CPD activities best suited and most relevant to them. All members can log their CPD activity in their Membership Record on the Association's website, a record only accessible to the individual members themselves and Association staff.

The Association participated in the on-line CPD survey undertaken by FIT Europe, which sought to collect information regarding CPD activities taking place within different professional associations in Europe. The project ongoing.

#### 4.3 Members' Day 2018

Members' Day 2018 was held on Friday, 28 September 2018 at Chapter, Cardiff. The programme included a presentation by the National Assembly for Wales on 'Y Cofnod',



the challenges faced by the Food Standards Agency translators when translating the website, an introduction to Wici Cymru and its importance, and a Translation Slam chaired by David Bullock. The 2018 AGM was also held. It was attended by 35 members.

#### **4.4 The Hedley Gibbard Memorial Lecture**

Dylan Foster Evans of Cardiff University delivered the annual Hedley Gibbard Memorial Lecture at the Cardiff National Eisteddfod on the relationship between English and Welsh place-names in Cardiff.





## 5. Strategic objective 3: Maintaining and developing key links

This strategic objective aims to ensure that the Association maintains and promotes its relationships with different organisations and institutions, and develops key partnerships. Such organisations and institutions will be operating inside and outside translation and interpreting in Wales and elsewhere. This will enable us to advocate on behalf of the Association and the English/Welsh translation and interpreting profession/industry in places of influence, as well as heighten awareness among institutions and organisations of the value and advantages of using the Welsh language.

### 5.1 Translation and interpreting associations and organisations

The Chief Executive held meetings with the heads of translation companies and translation units within public bodies to exchange information, to discuss and explain the Association's work and its services, and to outline the advantages to the company/organisations involved, their translators and interpreters. Specific advice and information was given to some organisations at their request.

The Association continued to develop its relationships and links with other translation and interpreting associations and organisations, including the Institute of Translators and Interpreters (ITI), the ITI Cymru/Wales group, the Chartered Institute of Linguists and the National Register of Public Service Interpreters.

The Association is a member of Professional Interpreters for Justice (PI4J), an umbrella group whose aims are to represent the interests of public service interpreters, including the justice sector. The Chief Executive is a member of the Steering Group.

David Bullock represented the Association as a panellist at the Association of Translation Companies (ATC) Conference held in Cardiff in September 2018.

The Association is a member of FIT (Fédération Internationale des Traducteurs / International Federation of Translators) which represents the interests of professional translation and interpreting associations worldwide.

### 5.2 Higher Education Institutions

The Association is a member of the Translation Studies Consortium of the Coleg Cymraeg Cenedlaethol and is represented by the Chief Executive. The aim of the Consortium is to maintain a strategic overview of the academic provision of the Professional Translation Studies scheme at Aberystwyth University and the Postgraduate Certificate in Interpreting at University of Wales Trinity Saint David. The Consortium offers guidance and advice to ensure that the academic provision reflects the training needs of the translation and interpreting profession/industry, as well as the expected standard and range of skills required by and of professional translators or interpreters at the start of their career.



During the second half of the year the Association contributed to the review of this scheme undertaken by the Coleg Cymraeg Cenedlaethol.

At the second conference of the Aberystwyth University Professional Translation Studies scheme, 'Gwthio Ffiniau Cyfieithu', the Association presented a micro translation workshop led by Menna Wyn, and the Chief Executive was a panellist in the discussion. During the year, the Association's Chief Examiner, Fiona Gannon, held a session as part of the course.

The Association contributed to the revalidation process of the University of Wales Trinity Saint David's Postgraduate Certificate in Interpreting. The Association continued its support for website/platform for interpreting resources, a scheme funded by the Welsh Government. Test pieces used in Interpreting Tests and other pieces collected over the years for training purposes were given to the University to be used on the website/platform.

The Association offered prizes from the 'Cronfa Sbarduno' to the year's most promising students on both these courses. The winners were Rhian Jones, a trainee translator at Carmarthenshire County Council (Aberystwyth University) and Rhidian Jones, at the time a translator and interpreter at Carmarthenshire County Council but latterly a translator

### 5.3 Organisations and institutions in Wales

The Chief Executive was invited to the **Welsh Language Seminar for Judges** in March 2019. His presentation provided an opportunity to outline the work undertaken since 2008 in partnership with HM Courts & Tribunals Service Welsh Language Unit and the Welsh judiciary through the Liaison Judges to ensure professional arrangements and standards when providing English/Welsh interpreting in courts and tribunals in Wales. The Welsh judiciary regard these arrangements as being of a high standard and both reliable and accurate. Judge Niclas Parry referred to this positive view during the National Eisteddfod in Cardiff.

The Association is a member of **Grŵp Hyrwyddo'r Gymraeg** (the Welsh Language Promotion Group) which consists of organisations working to promote the Welsh language. The Group is co-ordinated and administered by the Welsh Government's Welsh Language Unit. The association is represented by the Chief Executive.

Meetings were held with staff of the **Welsh Language Commissioner** to discuss matters concerning translation and interpreting. As a result, the Membership Record of Interpreting Members now lists members available to work outside normal working hours. In commenting on the draft copy of the interpreting guidance document, a request was made for a clear and unambiguous statement from the Commissioner about those times when interpreting into Welsh should be provided.

The Association remained a partner of the **Her Gyfieithu** (the Translation Challenge into Welsh), a competition organised by the Wales Literature Exchange in conjunction with Wales PEN Cymru. The Association again sponsored the Her Gyfieithu Staff created by Elis Gwyn of Llanystumdwy and awarded to the winner of the competition for translation into



Welsh. The winner of Her Gyfieithu 2018 into Welsh was Llewelyn Hopwood of Carmarthen.

In collaboration with the Urdd (the Welsh League of Youth), **the translation competition for 19-25 year olds at the Urdd Eisteddfod** was arranged once again. Won by Ciaran Eynon of Cylch Bro Dulas, his prize was to spend a day at the National Assembly Translation and Recording Service, our co-partner in the competition.

The **membership benefit to WCVA members** of reduced rates on translation and interpreting services by members of the Association was reviewed. A total of 76 Full and Basic members and 22 Interpreting members have indicated that they are willing to provide their services at a reduced rate.

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

## 5.4 Responses to consultations etc

The response to the Welsh Government's Green Paper, Strengthening Local Government: Delivering for people, concentrated on the pivotal role of translation and interpreting in the administration of public authorities and how the proposed plans provided an opportunity to establish strong and structured translation and interpreting units based on the professional standards the Association upholds and promotes. A copy of this response was sent to Dyfodol i'r Iaith to feed into its proposed paper on increasing the use of the Welsh language in the workplace and administration of local government.

The evidence provided to the Commission on Justice in Wales was a summary of the work undertaken in partnership with HM Courts & Tribunals Service Welsh Language Unit and the Liaison Judges to ensure professional organisation and standards when providing English/Welsh interpreting in courts and tribunals in Wales.

We were pleased to read in the 2017-18 Annual Report on the Official Languages Scheme of the National Assembly for Wales the praise for the standard of the translation and interpreting services, and the aim to prioritise resources and investment to maintain these high standards. However, we were more cautious in our reaction to their consideration of a policy of providing an interpreting service into Welsh. Generally speaking, we have no evidence that there has been an increase in the demand for interpreting into Welsh, nor will there be in the foreseeable future, and without realistic work prospects we do not envisage a great number of interpreters pursuing this route.

In welcoming the vision of 'Welsh language technology action plan' published by the Welsh Government in October 2018, the Association was pleased to see that computer-assisted translation - encompassing the need to ensure machine translation systems and taking full advantage of translation memory technology - is one three specific areas to be addressed by the plan. Welsh Language Speech Technology and Conversational Artificial Intelligence are the other two specific areas, both of which may be of benefit to the translation profession. The Association intends to support the aims of this action plan.



## 6. Strategic objective 4: Raising our profile and promoting professional values

**This strategic objective aims to raise the profile of the Association, promote our professional values and the professional services provided by our members and market the Association's activities and services.**

In promoting the Association's aim and objectives, our marketing and communication activities sought to create positive relationships with the various groups the Association wishes to remain in regular contact, i.e. our members, prospective members, other translators and interpreters, various organisations and institutions, commissioners of translation and interpreting, and other contacts beyond translation (such as politicians and institutions). Such activities will also draw attention to the Association's role as the professional body for English/Welsh translators and interpreters and ensure that all aspects of the Association's work enjoy a high profile.

As the sole global source of information about the Welsh translation and interpreting profession, the Association's website – <https://www.cyfieithwyr.cymru/en> - is central to our marketing and communication activity.

For those seeking a translator or interpreter, the website provides a free, convenient and user-friendly search facility. This also includes the Membership Records of all members who have allowed such information to appear therein.

The website also includes essential information and resources for translators, interpreters and those wishing to join the Association, including information about workshops, past examination papers, Chief Examiner reports, Translation Exercises and a wide variety of useful resources such as dictionaries and glossaries. It also features a News page and a Jobs page (for translator and interpreter posts only).

Extensive use is made of the Association's Twitter account – @cyfieithwyr – and of press advertisements to publicise the Association's activities.



## 7. Management and governance

### 7.1 Management of the Association

Cymdeithas Cyfieithwyr Cymru Cyf. (the Association's official name) is a company limited by guarantee. Incorporated in 2003 under this name alone, its registration number is 4741023. The registered address is Intec, Parc Menai, Bangor, LL57 4FG. The Association's Chief Executive, Geraint Wyn Parry, is the Company Secretary.

The Association is managed by a Board of Directors elected by and from the members of the Association. On 31 March 2019, the following served as members of the Board of Directors: David Bullock, Mari Lisa Davies, Bethan Mair Evans, Fiona Gannon, Steffan Gealy, Hywel Gwynn Hughes, Catherine Jones, Mary Jones, Hywel Pennar, Ifan Prys, Claire Richards, Huw Tegid Roberts.

Claire Richards retired from the Chair during the year and Huw Tegid Roberts was elected to the post.

The Board of Directors met on 19 July 2018, 8 January 2019 and 26 March 2019 respectively.

The Association's Annual General Meeting was held on 28 September 2018 in Chapter, Cardiff.

The Association has three other Boards/Committees: the Text Examination Board (which has as its three core members the Chief Examiner and the two deputies as well as markers chosen from the Register of Markers for that particular round of examinations); the Interpreting Board (which has as its two core members the Chief Examiner and the deputy as well as those chosen from the Register of Interpreting Assessors to assess that particular Interpreting Test); and the Membership and Professional Standards Committee.

As the Association's Chief Examiner, Fiona Gannon is responsible for the Text Membership Examinations and the Interpreting Tests.

### 7.2 Financial situation

The Association received a grant of £50,000 from the Welsh Government towards funding certain of the Association's activities, as agreed upon in a set of targets.

Membership fees totalling £55,073 provided the Association with its other main source of income.

The income received enabled the Association to continue to employ two full-time members of staff and to carry out the work described in this report.

The accounts show that the Association had funds of £153,850 at year end.

The (unaudited) Financial Report was prepared by Owain Bebb a'i Gwmni Cyf. of Caernarfon. The financial statements were prepared in accordance with FRS 102, Section 1A.



## **Closing remarks by the Chief Executive, Geraint Wyn Parry**

I would once again like to express my thanks and appreciation to Nia Wyn Jones for her diligence and commitment to the Association. Nia is responsible for much of the core work of the Association and is responsible for organising and administering the examinations process, as well as dealing on a day-to-day basis with financial matters!

In January 2019 Claire Richards relinquished the Chair of the Association following three years in the post. I would like to thank her most sincerely for the continuing support I received from her, her wise counsel and her effective leadership.

Huw Tegid Roberts was elected in her place and from the very outset the working relationship between us has been easy and trouble-free.

I would also like to thank all members of the Board of Directors for the sound judgement they exercise in carrying out their duties and for their regular attendance at Board meetings.

Fiona Gannon, our Chief Examiner, plays a key part in the Association's work, and to her I would like to express my gratitude for her strong leadership in guiding the Association's single most important activity.

A number of members, and others, serve the Association in other ways and I am grateful to those who contribute to its work as examiners, markers, workshop tutors and examination invigilators, and to those so willing to help when I ask for their help in completing particular tasks. The friendly co-operation between staff and members is one of the Association's primary strengths, and long may it continue to be so.

As the Association is part-funded by the Welsh Government, I would like to place on record my thanks for this support. It has provided the Association with a strong element of stability and allowed us to continue our important mission of maintaining professional standards in English/Welsh translation and interpreting.

