



Cymdeithas
Cyfieithwyr
Cymru

A report on activities 2019-20

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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 dedicated professional association for English/Welsh translators and interpreters, it plays 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, and improving, enhancing and broadening the knowledge and skills base of translators and interpreters.
- ensured that the translation and interpreting profession/industry develops effectively as part of promoting and facilitating 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 whereby anyone can claim to be translators or interpreters, and to improve both the understanding and knowledge of those seeking to obtain translation and interpreting services and 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', and is key to realising its role and mission.

New office

The Association had to relocate during the summer of 2019. Since 17 September 2019 the Association's office is at Intec, Parc Menai, on the outskirts of Bangor.



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Foreword

It is a privilege once again this year to write the foreword to Cymdeithas Cyfieithwyr Cymru's report on activities in 2019-20, as we look back on twelve months that look and feel completely different to the current period. We are all still trying to adapt - and then re-adapt - to this new world, along with the challenges that come hand in hand with the need to social distance, self-isolate and work from home as much as we can.

Some were already pioneering new ways of working as the period spanned by this annual report drew to a close, and we are grateful to those members who have been willing to share their experiences as the translation industry faces all kind of challenges. As words and communication are such a key part of our work, it was encouraging to hear of many who kept in touch and helped their fellow translators at the end of March and throughout the months that followed. The translator's world, especially the self-employed translator, can be very lonely, and while many of us have been able to cope with self-isolation without seeing too much difference in the way we work, I'm grateful to the considerate members who helped people, especially those who found this period of great change a particularly difficult time.

As an Association, we have been fortunate once again this year that Geraint and Nia have been so willing to respond to circumstances, and work tirelessly for our benefit as members. This was the year when the opportunity arose to move to a new workplace after nearly two decades in Bryn Menai, and it is good to report that the new office at Intec has been a convenient location for both of them so far, until it was necessary for them to adhere to the national guidance regarding working from home.

With the 2020-21 financial year already under way, and the restrictions that made it impossible to hold the usual examination rounds in April and October, we look forward with hope to a time when we can welcome new members. In the meantime, I urge all current members and those interested in working in translation and interpreting to take advantage of the provisions the Association can offer despite the travel restrictions, refreshing our skills and enriching our knowledge, ready to face the so-called "new normal" that's mentioned so often these days.

Whatever the future holds, I hope that all of us will be encouraged by the fact that we are members of an Association of over four hundred members, all of whom have a part to play in ensuring that the Welsh language continues to thrive as an integral part of the public, private, voluntary and leisure aspects of our nation. Thank you all for your contributions to the vital work of ensuring that the citizens of Wales in this Covid dominated period can continue to live and work through the medium of Welsh.

Huw Tegid Roberts
Chair



The effect of Covid-19 on the work of the Association

As the financial year drew to a close, the Association had to adapt its working arrangements in the wake of the pandemic and staff were required to work from home. The daily task of administering, organising and managing the work of the Association was undertaken without too much difficulty.

It was resolved that the work of the Association would continue, and therefore no applications were made for any financial assistance available. As the Association does not pay non-domestic rates, it did not qualify for a business rates grant from Cyngor Gwynedd.

Members received a regular News Bulletin. This was an key in maintaining contact with members, and was a means of providing them with potentially useful information.

A word of thanks 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 important, core work of the Association, which is organising and administering the examinations process, as well as dealing with financial matters on a day-to-day basis.

I would like to sincerely thank Huw Tegid Roberts, our Chair since the beginning of 2019, for his continuing support, wise counsel and effective leadership. Our working relationship has been seamless and constructive.

I would also like to thank the Board of Directors for the sound judgement exercised 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. I would like to thank her for her strong leadership in guiding the Association's single most important activity.

A number of members, and non-members, serve the Association in other ways and I am grateful to those who contribute to its work as examiners, markers, workshop tutors, examination invigilators, and to those willing to help when I ask for their assistance 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.

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



1. Introduction to the report

This Report on the 2019-20 activities of the Association has been prepared in the light of the objectives in 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 in recent years, thus allowing the Association to continue with its mission of further developing the English/Welsh translation and interpreting profession/industry and its important role in advocating on behalf of its members.

This basic principle was central to the Association's achievements in 2019-20 as it continued to represent the interests of its members, maintain and develop professional translation and interpreting standards and improve, enhance and develop the skills and knowledge of translators and interpreters.

This was undertaken in various ways, including:

- increasing the number of translators and interpreters represented by the Association;
- 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 relevant academic courses;
- maintaining and developing 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 2019-20 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 2019-20.



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. There are two levels of membership for translators, 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

As at 31 March 2020, the Association had 411 members, as follows:

Full Members: 210

Basic Members: 180

Interpreting Members: 79*

* Of the 79 Interpreting Members, 21 are Interpreting Members only. The remainder are also either Full Members (46) or Basic Members (12).

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

This is the highest ever number of members in the history of the Association. It is an increase of 34 on the corresponding figure for 31 March 2019, and the largest increase in one year.

The Association represents all aspects of the English/Welsh translation and interpreting profession. 39% of members work in the public and third sectors. Of the members working in the private sector, 42% are freelancers while 19% 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 are listed on the Association's website.

Members enjoy a number of benefits and services, including a regular News Bulletin, relevant and useful information, reduced rates for the Association's workshops and events, and an annual Members' Day. Each member has a Membership Record on the Association's website, which includes a personal Profile.

Each member receives a Membership Certificate on payment of the annual membership fee.



Each member receives a Membership Handbook. Its aim is to answer most, if not all, questions about membership of the Association.

Full Members and Interpreting Members, as well as Recognised Companies and Recognised Organisations can display specially designed logos.

2.2 Professional conduct

When paying their annual membership fee, 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). 24 Interpreting Members had been 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). 11 Full Members had been recognised by the end of the year.

Communications Translation. 17 Full Members had been recognised by the end of the year.

Recognition was also previously given to the members who passed the European Union's Interpreting Test in 2009, but this has since ceased as a result of the UK's withdrawal from the European Union.

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. 9 companies had Recognised Company status by year end.

Public and third sector organisations who meet the necessary criteria are given recognition as **Recognised or Associate Organisations**. There were 11 Recognised Organisations and 4 Associate Organisations by year end.

Students intending to pursue a career in translation/interpreting can apply for recognition as a Student Associate, which serves to encourage and support students in realising their ambitions. 14 new **Student Associates** were registered during the year, making a total of 26 by year end. 2 Student Associates passed the Text Membership Examinations during the year to gain Basic Membership.



The **Retired Members** category is for former members who wish to maintain their links with the Association when their formal membership ceases on retirement. 27 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 2019 and October 2019 at both Full and Basic levels.

	April 2019		October 2019	
Total number of candidates [1]	51 (47) [2]		49	
	Candidates	Passes [3]	Candidates	Passes [4]
Full	13	1	11	4
Paper 1: into Welsh	12	1	9	3
Paper 2: into English	2	0	2	1
Basic	34	14	38	18
Paper 1: into Welsh	32	10	36	10
Paper 2: into English	12	6	16	9

Notes

[1] Some candidates sat both papers.

[2] Although 51 registered for the April 2019 examinations only 47 sat them. Two candidates at the Basic level withdrew because of illness; and at the Full level, as two candidates failed to assign time to translate the 'homework', they were not allowed to sit the examination.

[3] Three of the successful candidates in the April 2019 examinations were already members. Membership was approved for the other 12 candidates, all of whom joined the Association.

[4] Four of the successful candidates in the October 2019 examinations were already members. Membership was approved for the other 16 candidates, and all bar 2 joined the Association before the end of the membership year.

Two candidates at the Basic level appealed. One of them, who was not a member of the Association, was successful. Membership was approved and the candidate has joined the Association.



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.

The **examinations at the Full Membership level** in April 2019 were the second round of examinations where all candidates had to complete three pieces of work. The first text was 'homework' which had to be translated within a strict timetable before candidates came to the examination centre to translate two texts under examination conditions. The aim of the 'homework' was to provide candidates with 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 and is an important opportunity for candidates to show what they can do. Unfortunately, there were too many examples where the 'homework' did not surpass the work presented in the examination.

As always at this level, challenging texts had been chosen, as it is necessary for candidates to demonstrate their ability to cope with different translations, while sustaining the required professional standard.

Although only a minority of candidates succeeded in the Full Membership Examinations, all of them were well aware of the standard expected and quite a few almost achieving the pass grade. But the standard was generally inconsistent and despite many examples of successful translating, candidates also made mistakes that should not happen in professional work at this level. There were too many mistakes when conveying the meaning of the original, as well as minor careless errors due to insufficient checking and revising before submission.

At this level, candidates must ensure they have conveyed the meaning of the original accurately. This calls for careful analysis of the text, looking beyond the individual words in order to replicate the message and tone of the original successfully in the target language. The work has to flow naturally in English or Welsh, a quality which cannot be compromised at the Full level.

Candidates are urged, therefore, once they have checked that they have conveyed the meaning of the original correctly, to read through their translation as if it were an original text before submitting it. Doing so should make them aware of any areas in the translation where the style of the original language is too prominent. When they have 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 45% of the candidates passed, there was much promise to be seen. Several had managed to attain the standard in one piece, but failed to maintain the same standard across both pieces within the examination paper. It was obvious that many of the candidates understood the standard required for Basic Membership, and were very close to attaining it. But there were also a few scripts where it was obvious that candidates had been overwhelmed by the demands of the text and failed to pass in any of the four elements on which the marking are based.



The strongest candidates produced examples of successful, effective translation, conveying the meaning of the original and demonstrating a firm grasp of the target language.

Unfortunately, however, there were also several examples of submitted work which was full of errors and careless mistakes, such as faulty mutations and mis-spellings. 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. 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 why candidates do not take advantage of the assistance available.

Other weaknesses included a failure to convey the meaning correctly; omitting important words (complete sentences in some instances); trouble with verb forms; a tendency to follow the pattern of the original too closely (especially when translating into English); and mistranslation.

Once again, as in previous years, there was a feeling that candidates had not read their translation carefully before submitting it. When translating, the meaning of the original must, of course, be conveyed correctly, but that should be done in a natural way in the target language, and that often means 'unpacking' some of the meaning, rather than translating slavishly.

The message for all candidates at both levels, whether successful or not, and whether translating into Welsh or English, is that they should make every effort to analyse the passages for translation, unpacking the underlying meaning and message. All candidates 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 in 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 Nerys Owen of Atebol, and the Berwyn Prize was awarded to Bethan Thomas, a freelance translator and editor.

The Association's two main annual prizes are amongst the activities funded from the '**Cronfa Sbarduno**', a fund which was established in 2017 to support the development of translators and interpreters. It is funded from reserves and donations.



At the annual **training day for members of the Register of Examination Markers**, the new arrangements for the marking period and the structure of the Text Examination Board were discussed, as was the new Examinations Handbook, proposed to be published in 2020, which contains all the necessary information about the examinations process. An analysis of translations was also undertaken.

3.2 The Interpreting Test

An Interpreting Test into English and an Interpreting Test into Welsh were organised in February 2020 at Stiwedio Aran, Groeslon, near Caernarfon, and CTV Sound Studios, Cardiff, both of which are professional sound studios.

There were four candidates for the Interpreting Test into English, two in both studios, but none had registered for the Interpreting Test into Welsh.

Two of the candidates were deemed to have passed the **Interpreting Test into English**. Neither was a member of the Association, and following approval of membership they are now Interpreting Members.

There were many examples of correct, natural, smooth, and idiomatic interpreting, but there were also many things which proved a stumbling block to more than one candidate. The advice, therefore, to all candidates, whatever the result of their Interpreting Test, is that continuing to practice and listen to their own voice and correctness when interpreting would be of great benefit in gaining further experience.

It was obvious that all candidates had understood the meaning of the pieces, but their ability to convey what was said clearly and grammatically correct varied. The frustration when assessing was knowing that there was a sound understanding, but a weakness when relating that in sufficiently polished English. As a result of some of the errors, there were examples of untidy and clumsy interpreting and unfortunate gaps. The aim is to ensure that the interpretation sounds like a natural and original presentation, where a solid attempt is enhanced by a polished syntax.

Attempts to differentiate between speakers varied, and although the strongest candidates showed examples of changing emphasis and tone by the interpreter to coincide with the speaker, the weakest missed an opportunity to emulate the true feeling and mood of the original. For the sake of clarity, pausing for a second is vital. Those attempts where there was a variation in the tone of the voice made the listening experience much more pleasurable.

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.

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

The proposed **Day for Interpreting Assessors** scheduled for the end of March 2020 was cancelled due to the pandemic.



4. Strategic objective 2: Promoting professional development

This strategic objective aims to ensure that opportunities are provided for translators and interpreters to assist them in improving, enhancing and developing their skills and knowledge, thus promoting the professional skills and employability of members.

Although there were less activities for enhancing professional development during the year, the Association is determined to hold such activities and acknowledges their importance.

This aspect of the Association's work elicited a very positive response and provided a clear indication of the demand for training and professional development activities. The Association's provision fills a significant gap in this field (although not as extensive as in the past). Those who took up the opportunities were employed in the public sector, in private translation/interpreting companies or working freelance. This is a clear indication that translators and interpreters across the whole profession/industry value the investment in their professional development. Those who participated in the training activities included several who were considering careers in the profession.

4.1 Training activities

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, 21 individuals participated (16 into Welsh and 6 into English), and 47 individuals (48 into Welsh and 11 into English) at the Basic level.

At the Full level, some changes were made to the arrangements and timetable of the translation e-workshop. The second piece is now translated within the same timescale as the 'homework' piece in the examination, between lunchtime on Monday and 2pm on Thursday in the week in which the examination is held. The other change is that tutors now present their comments in the form of a report which follows a similar format to the individual reports which are provided to candidates following the examinations, a development which allowed markers to familiarise themselves with this aspect of the examinations process. In ensuring that the translation e-workshop contains some of the same elements as in the examinations at this level, it can only be hoped that this will help individuals to better prepare for the examinations and succeed.

For practical and valid reasons, the professional development programme in 2019-20 did not include any **face-to-face workshops**. This remains an important aspect of the work of the Association. Workshops will be arranged in 2020-21 as soon as circumstances allow. In line with



the arrangements adopted several years ago, these will be held in more than one location to ensure that they are as accessible as possible for translators and interpreters in all parts of Wales.

The **Interpreting Practice Session**, into English and into Welsh, were held on two occasions at the studios where the Interpreting Test is held. 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. Eleven individuals participated in the Interpreting Practice Session, all into English and one into Welsh.

One change was made to the arrangements of the Interpreting Practice Session. Learners are now only provided with a written report on their interpretation. For practical reasons, it was decided to do away with a meeting to discuss the interpretation.

The Association responded to applications from organisations and individuals for **bespoke training**. Bespoke training sessions were organised for the translators of the Food Standards Agency, the National Lottery Community Fund and the NHS Wales Shared Services Partnership; for the staff of the Welsh Language Commissioner; and for Ioan Davies as part of the Berwyn Prize.

Two **Translation Exercises at the Basic level** were added to the Association's website following the year's examinations, one into Welsh and one into English. This brought the total Translation Exercises on the website to 18, 12 into Welsh and 6 into English.

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

'Balchder Crefft: Datblygu Proffesiynol Parhaus, ei fanteision' is the title of the Association's Continuous Professional Development (CPD) plan. This document aims to offer a handy guide which will help and encourage members to consider the importance of CPD and 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, which is only accessible to the individual members themselves and Association staff.

4.3 The Hedley Gibbard Memorial Lecture

The 2019 Hedley Gibbard Memorial Lecture at the Llanrwst National Eisteddfod was delivered by Karen Owen. Entitled 'Rhosgadfan a'r jacan joe', the lecture provided an insight into how Kate Roberts created dialogue for her best loved characters.

4.4 Members' Day 2019

Due to the notice to vacate the office in Bryn Menai, it was decided to cancel the Members' Day which was to have been held at the end of September 2019.



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 may 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 met with the heads of translation companies and translation units within public bodies. These meetings were an opportunity 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.

As a result of one of these meetings, an e-mail was sent to officers of Swansea Council and Neath Port Talbot Council raising concern about the substantial reduction in the number of translators/interpreters employed in the Translation Unit which is shared by the two authorities, and the fact that no appointment had been made to these posts, including the Head of the unit. In response, the authorities outlined how they intended to provide and manage the service. This correspondence led to Dai Lloyd MS raising a question concerning this matter to the Minister for International Relations and the Welsh Language in the Senedd.

A meeting of heads of translation units at Welsh universities was held with the aim of sharing information about the way each unit operated. Representatives of five universities attended (ill health and the weather prevented the other three from attending). There was a consensus that the meeting was valuable and provided an opportunity for them to meet and network (the majority for the first time).

The Association continued to develop relationships and links with other translation and interpreting associations and organisations, including the Institute of Translators and Interpreters (ITI) – and the Chief Executive attended the ITI Conference in Sheffield; 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.

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.

At the conference of the Aberystwyth University Professional Translation Studies scheme, 'Cyfieithu: Rhwystrau a Rhyddid', the Chief Executive was a panel member, and the Association presented a session led by Mary Jones. She then wrote a short paper which was published in the News Bulletin and shared with the students.

The Association contributed over 40 pieces to the new interpreting platform website created by the University of Wales Trinity Saint David. These were pieces which have been used in past Interpreting Tests and others which were created especially for training purposes. Amongst the clips which can be viewed free of charge is the March 2012 Interpreting Test. At the National Eisteddfod, the Association was part of the official launch of the new website.

For the second year running, the Association offered prizes to the year's most promising students on both these courses. The winners were Meleri Jones, a translator at Bla Translations, Llangefni, (Aberystwyth University) and James Eul, a translator and interpreter at Cardiff Council (the Postgraduate Certificate in Interpreting). These prizes are amongst the activities funded from the 'Cronfa Sbarduno', a fund which was established in 2017 and which is funded from reserves and donations.

5.3 Organisations and institutions in Wales

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. The March 2020 meeting was addressed by Shan Morgan, Permanent Secretary of the Welsh Government, and it was encouraging to hear her refer to the importance of interpreting.

A meeting was held with Aled Roberts, the **Welsh Language Commissioner**, shortly after he started in post. The Association will continue to work closely with the Commissioner's office on matters relating to translation and interpreting.

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 2019 was Morgan Owen.



In collaboration with the Urdd (the Welsh League of Youth), the **translation competition for 19-25 year olds at the Urdd Eisteddfod** was again held in 2019. Won by Lleucu Mair Bebb from Caernarfon and a member of Aelwyd Pantycelyn, Aberystwyth, her prize was a day at the Senedd Translation and Recording Service, our co-partner in the competition.

The leaflet produced by the National Lottery Community Fund regarding managing a project bilingually gives greater prominence to the Association to encourage successful grant applicants to use a member of the Association to provide their translations. One of the **member benefits of the Wales Council for Voluntary Action** is reduced rates on translation and interpreting services provided by members of the Association.

The Association is a member of: Dathlu'r Gymraeg, Dyfodol i'r Iaith, WCVA, and Mantell Gwynedd.

5.4 Responses to consultations etc

Evidence was provided to the Commission on Justice in Wales regarding English/Welsh interpreting in courts and tribunals in Wales. Reference was made to the partnership with HM Courts & Tribunals Service Welsh Language Unit and the Liaison Judges for the Welsh language, the professional arrangements agreed upon for interpreting in courts and tribunals in Wales, and the total trust the judiciary has in these arrangements.

A meeting on the Justice in Wales stand at the National Eisteddfod was another opportunity to draw attention to this partnership, and to the robust, professional arrangements for providing interpreting in court and tribunal hearings.

At the end of March 2020 the Association wrote to the Chancellor of the Exchequer calling on the UK Government to extend as a matter of urgency the Coronavirus Job Protection Scheme to include self-employed and freelance workers, drawing attention to the fact that around 43% of the Association's members are self-employed.



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 with whom the Association wishes to engage, 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). These activities will also highlight 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.

The individuals and organisations on the Association's general mailing list were provided with relevant information about the Association's activities.

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 service also includes the Membership Record of each member who has consented to the provision of such information. The Profile is an important aspect of the Membership Record and an opportunity for each member to provide information about themselves.

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. is a company limited by guarantee and was incorporated in 2003 under this sole name. Its registration number is 4741023. The registered address since 23 September 2019 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 membership. As at 31 March 2020, the Directors were: David Bullock, Mari Lisa Davies, Bethan M. Evans, Fiona Gannon, Steffan Gealy, Hywel G. Hughes, Catherine Jones, Mary Jones, Hywel Pennar, Ifan Prys, Claire Richards, Huw Tegid Roberts (Chair).

The Board of Directors met on 11 July 2019 and 4 December 2019. The meeting scheduled for 26 March 2020 was cancelled at short notice due to Covid-19, but the important matters were dealt with through correspondence.

The Association's Annual General Meeting was held on 4 December 2019 in Cardiff.

The Association has three other Boards/Committees: the Text Examination Board (which has three core members, the Chief Examiner and the two deputies, as well as the markers of that round of examinations); the Interpreting Board (which has two core members, the Chief Examiner and the deputy, as well as the assessors of that 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 The financial situation

The Association received a grant of £50,000 from the Welsh Government towards staffing and office costs. Funding was dependant on achieving a set of agreed targets. The letter offering the grant noted that its aim was to 'allow you to continue maintaining and developing professional translation and interpreting standards, developing activities [...] specifically associated with the assessment process, training and professional development, and ensuring professional standards'. The letter also noted that the Association's work 'contributed to a number of the aims in the Cymraeg 2050 strategy, including promoting the use of Welsh in the workplace and in the community'.

The Association's other main source of income was membership fees of £58,381.

This income enabled the Association to continue to employ two members of staff and to undertake the work described in this report.

The accounts show that the Association had funds of £167,855 at year end.

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

