

From: Michael Robson [mailto:mrobson@asu.asn.au]

Sent: Friday, 17 May 2019 3:42 PM

To: AMOD

Cc: Kyle Scott; Ruchi Bhatt; 'peggms24@gmail.com'; 'nicola.shaw@afei.org.au'; 'thalls@ja.com.au'; 'Stephen.Bull@unitedvoice.org.au'; 'Natalie.Dabarera@unitedvoice.org.au'; Rachel Liebhaber; Estha van der Linden; Leigh Svendsen; Brent Ferguson; Madeleine Tiedeman

Subject: AM2018/26 - S4 yearly review of modern awards—Award stage—Substantive Issues—SCHDS Award

Dear Amod Team,

AM2018/26 - S4 yearly review of modern awards—Award stage—Substantive Issues— SCHDS Award

We refer to the Directions issued by the Commission on 1 May 2019. The ASU and AIG were directed to file agreed material on other industrial instruments that contain community language allowances. Please see the attached for filing.

Regards,

Michael Robson

**National Industrial Officer
Australian Services Union - National Office**

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ASU and AIG agreed list of awards/agreements that contain language allowance provisions

	Award/Agreement	General Position
1.	North Australian Aboriginal Justice Agency Enterprise Agreement 2015-2019.	Clause 15 defines and creates an allowance.
2.	Australian Fisheries Management Authority Enterprise Agreement 2016.	Clause 48 defines and creates an allowance. Schedule H Specifies allowance.
3.	Northern Territory Council of Social Service Inc. (NTCOSS) Enterprise Agreement 2017	Clause 15 defines and creates an allowance.
4.	Central Australian Aboriginal Family Legal Unit Aboriginal Employee Collective Agreement 2013 – 2017	Clause 20 defines and creates an allowance.
5.	Indian Ocean Territories (Administration) Enterprise Agreement 2018	Clause 5.09 defines and creates an allowance.
6.	Central Land Council Enterprise Agreement 2017-2020	Clause 20 specifies an allowance exists and refers to a Community Language Policy.
7.	Fair Work Ombudsman Enterprise Agreement 2011 – 2014	Clause 63 defines and creates an allowance.
8.	Department of Agriculture and Water Resources Enterprise Agreement 2017-20	Clause 29.8 defines and creates an allowance.
9.	Department of the Environment and Energy Enterprise Agreement 2016–2019	Clause 5.17 specifies an allowance exists and refers to a Community Language Policy.
10.	Aboriginal Hostels Limited Enterprise Agreement 2017	Clause 4.11 defines and creates an allowance.
11.	Lake Macquarie City Council Enterprise Agreement 2018	Clause 18 – states provisions of the Local Government (State) Award 2017 for Community Language will apply Table 2 - allowances
12.	National Disability Insurance Agency Enterprise Agreement 2016-2019	Clause 6.3 - specifies an allowance exists and refers to a policy on allowances.
13.	Australian Taxation Office (ATO) Enterprise Agreement 2017	Clause 25 creates the clause Attachment A, Schedule 4 - Specifies allowance
14.	Department of Health Enterprise Agreement 2019-2022	Clause 61 - specifies an allowance exists and refers to an Allowances policy.
15.	Department of Social Services Enterprise Agreement 2018 to	Clause 4.4 - defines and creates an allowance

	Award/Agreement	General Position
	2021	
16.	Office of the Commonwealth Ombudsman Enterprise Agreement 2017-2020	Clause 50 - defines and creates an allowance
17.	WaterNSW Enterprise Agreement 2018	Clause 6.11 – defines and creates an allowance Item 1 Schedule 3 – Specifies allowance
18.	Fair Work Commission Enterprise Agreement 2017-2020	Clause 143 - defines and creates an allowance
19.	Australian War Memorial Teamwork Agreement 2017-2020	Clause 132 - defines and creates an allowance Part J Allowances - Specifies allowance
20.	Northern Land Council Enterprise Agreement 2018	Clause 54 - defines and creates an allowance
21.	Federal Court of Australia Enterprise Agreement 2018-2021	Clause 31 - defines and creates an allowance Attachment C - Specifies allowance
22.	Department of Human Services Agreement 2017-2020	Clause D7 - defines and creates an allowance Part D – Allowances – Specifies allowance
23.	Darebin City Council Enterprise Agreement 2018 - 2022	Clause 54 - defines and creates an allowance
24.	Broken Hill City Council Consent Award 2015	Clause 21.3 - defines and creates an allowance Schedule 2 – Specifies allowance
25.	The City of Sydney Wages/Salary Award 2014	Clause 18.4 -defines and creates an allowance
26.	Local Government (State) Award 2017 [NSW]	Clause 15(xii) -defines and creates an allowance Table 2 – Allowances – Specifies allowance
27.	Crown Employees (Public Sector – Salaries 2018) Award [NSW]	Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009 Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009
28.	Service NSW (Salaries and Conditions) Employees Award 2016	Clause 20 - defines and creates an allowance Schedule B – Allowances – Specifies allowance
29.	Australian Capital Territory Public Sector Enterprise Award 2016 [ACT]	Clause 12.18 - defines and creates an allowance
30.	Australian Public Service Enterprise Award 2015	Clause 11.15 - defines and creates an allowance

	Award/Agreement	General Position
31.	Christmas Island Administration Enterprise Award 2016	Clause 11.10 - defines and creates an allowance
32.	Parliamentary Departments Staff Enterprise Award 2016	Clause 11.15 - defines and creates an allowance
33.	Victorian Public Service Enterprise Agreement 2016	Clause 31.4 - defines and creates an allowance
34.	Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007	Clause 50 - defines and creates an allowance Table 1 – Allowances – Specifies allowance
35.	Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009	Clause 50 - defines and creates an allowance Table 1 – Allowances – Specifies allowance
36.	State Government Entities Certified Agreement 2015 (QLD)	Clause 3.8 - defines and creates an allowance
37.	Department of Education and Training Teacher Aides' Certified Agreement 2015 (QLD)	Clause 12.7 - defines and creates an allowance
38.	Part-Time Interpreters or Translators (Public Service) (SA) Award	Clause 2.1 - defines and creates an allowance
39.	Australian Bureau of Statistics (Interviewers) Enterprise Award 2016	Clause 9.8 - defines and creates an allowance

Award Name	Entire Clause
North Australian Aboriginal Justice Agency Enterprise Agreement 2015-2019	<p>15. COMMUNITY LANGUAGE ALLOWANCE</p> <p>15.1 Criteria</p> <p>15.1.1 The Chief Executive Officer may approve the payment of Community Language Allowance to an employee where the following conditions are met.</p> <p>There is an identifiable and continuing need for the particular skills possessed by the employee in providing client or staff services.</p> <p>Language skills are required for communication in languages other than English including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and</p> <p>15.1.2 The employee's language competence is of the standard set out under 15.2.1 (a).</p> <p>15.2 Rates</p> <p>15.2.1 Rate payable is \$2500.00 per annum (full - time).</p> <p>15.2.1(a) Community language allowance rate I (Language Aide) is payable to an employee who:</p> <p>15.2.1 (a)(i) passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAA TI); or</p> <p>15.2.1(a)(ii) is assessed to be at the equivalent level by an individual or body approved by the Chief Executive Officer.</p>
Australian Fisheries Management Authority	<p>48. Community Language Allowance</p> <p>48.1 A Community Language allowance is available to eligible employees.</p> <p>48.2 Further details are contained within Schedule H -Community Language Allowance.</p>

<p>Enterprise Agreement 2016</p>	<p>SCHEDULE H-COMMUNITY LANGUAGE ALLOWANCE</p> <p>An employee is eligible for community language allowance where the Agency Head determines that there is an identifiable and continuing operational need for the employee's language skills in languages other than English and the employee's language competence meets a recognised standard. Languages include, but are not limited to, Torres Strait Islander and Indonesian languages and Auslan or other forms of communication for the hearing impaired.</p> <p>There are two levels of payment of the allowance as per the below table:</p> <table border="1" data-bbox="368 479 1219 1070"> <thead> <tr> <th>Level</th> <th>Qualification/ Standard</th> <th>On Commencement</th> <th>12 months from date of commencement</th> <th>24 month from date of commencement</th> </tr> </thead> <tbody> <tr> <td>Level 1</td> <td>(i) Passes the National Accreditation Authority for Translators and Interpreters (NAATI) Language Aide Test; or (ii) Recognised level of competency to deliver client services in languages for which NAATI does not test</td> <td>\$1,003</td> <td>\$1,023</td> <td>\$1,043</td> </tr> <tr> <td>Level 2</td> <td>(i) NAATI Para-professional interpreter and higher; or (ii) Recognised tertiary qualification in interpreting; or (iii) Recognised level of competency to deliver client services in ATSI languages</td> <td>\$2,331</td> <td>\$2,377</td> <td>\$2,425</td> </tr> </tbody> </table> <p>Community language allowance is an annual amount which is paid fortnightly. Community language allowance does not count for superannuation purposes.</p>	Level	Qualification/ Standard	On Commencement	12 months from date of commencement	24 month from date of commencement	Level 1	(i) Passes the National Accreditation Authority for Translators and Interpreters (NAATI) Language Aide Test; or (ii) Recognised level of competency to deliver client services in languages for which NAATI does not test	\$1,003	\$1,023	\$1,043	Level 2	(i) NAATI Para-professional interpreter and higher; or (ii) Recognised tertiary qualification in interpreting; or (iii) Recognised level of competency to deliver client services in ATSI languages	\$2,331	\$2,377	\$2,425
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<p>Northern Territory Council of Social Service Inc. (NTCOSS) Enterprise Agreement 2017</p>	<p>15 COMMUNITY LANGUAGE ALLOWANCE</p> <p>15.1 Criteria</p> <p>The Executive Director may approve the payment of Community Language Allowance to an employee where the following conditions are met:</p> <p>a) There is an identifiable and continuing need for the particular skills possessed by the employee in providing client or staff services. Language skills are required for communication in languages other than English including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and</p> <p>b) The employee's language competence is of the standard that passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters.</p> <p>15.2 Rate</p> <p>The Community Language Allowance Rate payable is \$876.00 per annum fixed for the duration of the agreement</p>															
<p>Central Australian Aboriginal Family Legal Unit Aboriginal Employee Collective Agreement 2013 – 2017</p>	<p>20. COMMUNITY LANGUAGE ALLOWANCE</p> <p>20.1 The CEO may approve the payment of Community Language Allowance to an employee where the following conditions are met: (a) there is an identifiable and continuing need for the particular skills possessed by the employee in providing client or staff services. Language skills are required for communication in languages other than English, including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and (b) the employee's language competence is of the standard set out under 20.3.</p> <p>20.2 Rates (a) Rate payable is \$2100 per annum or pro rata to an employee who is accredited as an interpreter by the National Accreditation Authority for Translators and Interpreters (NAATI). (b) Rate payable is \$750 per annum or pro rata to an employee who is not accredited but is acknowledged by the CEO as being a fluent speaking Indigenous language speaker from one of CAAFLU's target area languages.</p>															

	20.3 Community Language Allowance is payable to an employee who: (a) passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or (b) is assessed to be at the equivalent level by an individual or body approved by the CEO.						
Indian Ocean Territories (Administration) Enterprise Agreement 2018	<p>5.09 Community language allowance</p> <p>(1) The employer will approve the payment of a community language allowance to an employee where the employee is able to communicate effectively in English as well as in a community language other than English and is required by the employer to perform interpreting and/or translating duties on a continuing basis as part of their normal duties.</p> <p>(2) The community language allowance will be paid fortnightly in accordance with the following table:</p> <table border="1" data-bbox="375 577 1088 698"> <tr> <td>From commencement of the Agreement</td> <td>\$45.75 per fortnight</td> </tr> <tr> <td>From the first anniversary of the Agreement</td> <td>\$46.67 per fortnight</td> </tr> <tr> <td>From the second anniversary of the Agreement</td> <td>\$47.13 per fortnight</td> </tr> </table> <p>(3) An employee recognised by the employer as a qualified interpreter and is required by the employer to perform interpreting duties will be paid a fortnightly rate agreed by the employer, but not less than the Community Language Allowance in subclause (1).</p>	From commencement of the Agreement	\$45.75 per fortnight	From the first anniversary of the Agreement	\$46.67 per fortnight	From the second anniversary of the Agreement	\$47.13 per fortnight
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Central Land Council Enterprise Agreement 2017-2020	<p>20. COMMUNITY LANGUAGE ALLOWANCE</p> <p>Where, in providing constituent or staff services, the Director determines there is a need to use an employee's language skills for communication, (in Aboriginal languages common in Central Australia), and the employee's language competence is of the standard as determined appropriate by the Director, an allowance is payable. Further information is available in the Community Language policy.</p>						
Fair Work Ombudsman Enterprise Agreement 2011 – 2014	<p>Community language allowance</p> <p>63. The Agency may approve payment of a community language allowance of \$700 per annum, paid on a fortnightly basis to an employee with the required level of competency, as determined by the Agency, where there is an identifiable and continuing need for particular skills in a language other than English.</p>						
Department of Agriculture and Water Resources Enterprise Agreement 2017-20	<p>29.8 Community language allowance</p> <p>(a) You will be paid a community language allowance of \$928 per annum paid fortnightly on a pro-rata basis when: (i) you are accredited by the National Accreditation Authority for Translators and Interpreters (NAA TI) or equivalent; and (ii) the secretary determines each year that you use the language in the workplace on a regular and continuing basis. (b) The community language allowance covers non-written communication, in a language other than English, including communication in the deaf oral language, the deaf sign language and Aboriginal and Torres Strait Islander languages. (c) You only need to pass a NAATI test once and if NAATI is unable to provide testing, we may approve payment of the community language allowance, if other evidence of your language skills is provided. (d) The cost associated with accreditation will be met by us.</p>						
Department of the Environment and Energy Enterprise Agreement 2016–2019	<p>COMMUNITY LANGUAGE ALLOWANCE 5.17</p> <p>Where the Delegate determines that there is a need to regularly utilise an employee's particular language skills for communicating in languages other than English or utilise sign language skills, the Delegate may agree to the payment of a Community Language Allowance (CLA). The Delegate will determine the rate of CLA payable based on three levels of competence. Further information is contained in the Department's Community Language Allowance Policy.</p>						
Aboriginal Hostels Limited Enterprise Agreement 2017	<p>Community Language Allowance</p> <p>4.11 Where an employee is recognised as utilising a particular language skill other than English, in the performance of their duties, to assist residents and staff in improved communication, and • there is an identifiable and continuing need for these particular language skills; and • the employee has the required level of competency to provide client or staff services in languages other than English, including Aboriginal and Torres Strait Islander languages; an allowance of \$25.00 per fortnight will be paid to the employee.</p>						

<p>Lake Macquarie City Council Enterprise Agreement 2018</p>	<p>Clause 18 The following provisions of the Local Government (State) Award 2017 and variations thereafter shall apply and be paid at the rate set out in Table 2 of Part B of this agreement: (j) Community Language, and Signing Work (Clause 15 xii)</p> <p>Local Government (State) Award 2017 [NSW] (xii) Community Language, and Signing Work (a) Employees using a community language skill as an adjunct to their normal duties to provide services to speakers of a language other than English, or to provide signing services to those with hearing difficulties, shall be paid an allowance in addition to the weekly rate of pay as set out in Table 2 of Part B. The allowance may be paid on a regular or irregular basis, according to when the skills are used. (b) Such work involves an employee acting as a first point of contact for non-English speaking residents or residents with hearing difficulty. The employee identifies the resident's area of inquiry and provides basic assistance, which may include face-to-face discussion and/or telephone inquiry. (c) Such employees convey straightforward information relating to services provided by the employer, to the best of their ability. They do not replace or substitute for the role of a professional interpreter or translator. (d) Such employees shall record their use of a community language according to the employer's established policy. (e) Where an employee is required by the employer to use community language skills in the performance of their duties: The employer shall provide the employee with the opportunity to obtain accreditation from a language aide accreditation agency Such training shall form part of the employer's training plan and budget, in accordance with the requirements of Clause 31 of this Award The employee shall be prepared to be identified as possessing the additional skill(s) The employee shall be available to use the additional skill(s) as required by the employer</p>								
<p>National Disability Insurance Agency Enterprise Agreement 2016-2019</p>	<p>Community language allowance 6.3. You may be paid a community language allowance at either rate 1 or rate 2 where in providing participant or employee services, the CEO determines there is a continuing need to utilise your particular language skills for communication in languages other than English. The rate of payment will be \$1009 per annum for rate 1, and \$2024 per annum for rate 2 and will increase in accordance with the percentage salary increases and dates specified in clause 5.1. Further information can be found in the policy on allowances. 6.4. The community language allowance counts as salary for superannuation purposes, during periods of leave and for the purposes of calculating retirement and redundancy entitlements.</p>								
<p>Australian Taxation Office (ATO) Enterprise Agreement 2017</p>	<p>25. Community language allowance 25.1 If an employee's language competence is of the relevant standard, an employee will be paid a community language allowance when: a) the employee's language skills are required for communication in languages other than English, including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills; and b) there is an identifiable and continuing need in providing client or employee services. 25.2 Payments will be made in line with the employee's skill level and in accordance with Attachment A, Schedule 4. 25.3 The allowance will be paid during periods of paid leave falling within the period the employee continues to have recognised responsibilities in the role. 25.4 The payment of the allowance will not count towards any payments for overtime.</p> <p>Schedule 4</p> <table border="1" data-bbox="363 1659 1278 1720"> <tr> <td>Community Language²</td> <td>\$1,085</td> <td>\$1,107</td> <td>\$1,118</td> </tr> <tr> <td>Community Language³</td> <td>\$2,161</td> <td>\$2,204</td> <td>\$2,226</td> </tr> </table> <p>2 Where the employee's skill is at a level equivalent to the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is assessed to be at the equivalent level by the delegate. 3 Where the employee's skill is at a level recognised by NAATI to be at the para-professional interpreter level; or is assessed to be at the equivalent level by the delegate.</p>	Community Language ²	\$1,085	\$1,107	\$1,118	Community Language ³	\$2,161	\$2,204	\$2,226
Community Language ²	\$1,085	\$1,107	\$1,118						
Community Language ³	\$2,161	\$2,204	\$2,226						
<p>Department of Health Enterprise Agreement</p>	<p>Community language allowance 61) An employee who is required to undertake translating or interpreting responsibilities may, with the Secretary's approval, receive payment of a community language allowance. Further information is provided in the Allowances policy.</p>								

2019-2022	<p>Department of Social Services Enterprise Agreement 2018 to 2021</p> <p>COMMUNITY LANGUAGE ALLOWANCE</p> <p>4.4 Where, in providing client or employee services, the Secretary determines there is a continuing need to utilise an employee's particular language skills for communication in languages other than English, (including Aboriginal and Torres Strait Islander languages and utilising deaf communication skills), the employee will be paid a community language allowance. The allowance is payable during periods of leave and is paid fortnightly. The rate of the allowance will be updated in accordance with clauses 3.2(b) and 3.2(c)</p> <table border="1" data-bbox="379 488 1209 949"> <thead> <tr> <th>Standard</th> <th>Level of Competence</th> </tr> </thead> <tbody> <tr> <td>Rate 1 (allowance of \$1,000 per annum)</td> <td>An employee who: <ul style="list-style-type: none"> passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters ; or is recognised by the National Accreditation Authority for Translators and Interpreters to possess equivalent proficiency; or is waiting to be assessed by the above means and whose manager certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or is assessed to be at the equivalent level by the Secretary or body approved by the Secretary. </td> </tr> <tr> <td>Rate 2 (allowance of \$2,005 per annum)</td> <td>An employee who is: <ul style="list-style-type: none"> accredited or recognised by the National Accreditation Authority for Translators and Interpreters at the Para professional Interpreter /Translator level or above; or assessed to be at the equivalent levels by the Secretary or body approved by the Secretary; and required to undertake interpreting or translating services. </td> </tr> </tbody> </table>	Standard	Level of Competence	Rate 1 (allowance of \$1,000 per annum)	An employee who: <ul style="list-style-type: none"> passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters ; or is recognised by the National Accreditation Authority for Translators and Interpreters to possess equivalent proficiency; or is waiting to be assessed by the above means and whose manager certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or is assessed to be at the equivalent level by the Secretary or body approved by the Secretary. 	Rate 2 (allowance of \$2,005 per annum)	An employee who is: <ul style="list-style-type: none"> accredited or recognised by the National Accreditation Authority for Translators and Interpreters at the Para professional Interpreter /Translator level or above; or assessed to be at the equivalent levels by the Secretary or body approved by the Secretary; and required to undertake interpreting or translating services. 		
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Rate 1 (allowance of \$1,000 per annum)	An employee who: <ul style="list-style-type: none"> passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters ; or is recognised by the National Accreditation Authority for Translators and Interpreters to possess equivalent proficiency; or is waiting to be assessed by the above means and whose manager certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or is assessed to be at the equivalent level by the Secretary or body approved by the Secretary. 								
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Office of the Commonwealth Ombudsman Enterprise Agreement 2017-2020	<p>50. COMMUNITY LANGUAGE ALLOWANCE</p> <p>50.1 Where, in providing client or employee services, the Ombudsman determines there is a continuing need to utilise an employee's particular language skills for communication in languages other than English, (including Indigenous languages and utilising deaf communication skills), the employee will be paid a community language allowance on the following basis:</p> <table border="1" data-bbox="384 1151 1201 1487"> <thead> <tr> <th>Standard</th> <th>Level of Competence</th> </tr> </thead> <tbody> <tr> <td>CLA Rate 1</td> <td>An employee who: <ul style="list-style-type: none"> passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is recognised by NAATI to possess equivalent proficiency; or is waiting to be assessed by the above means and whose supervisor certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or is assessed to be at the equivalent level by the Ombudsman or body approved by the Ombudsman. </td> </tr> </tbody> </table> <table border="1" data-bbox="384 1532 1201 1715"> <thead> <tr> <th>Standard</th> <th>Level of Competence</th> </tr> </thead> <tbody> <tr> <td>CLA Rate 2</td> <td>An employee who is: <ul style="list-style-type: none"> accredited or recognised by NAATI at the Para professional Interpreter /Translator level or above; or assessed to be at the equivalent levels by the Ombudsman or body approved by the Ombudsman. </td> </tr> </tbody> </table> <p>50.2 The Community Language Allowance rates payable are:</p> <p>a. CLA rate 1 \$848 per annum</p> <p>b. CLA rate 2 \$1696 per annum.</p>	Standard	Level of Competence	CLA Rate 1	An employee who: <ul style="list-style-type: none"> passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is recognised by NAATI to possess equivalent proficiency; or is waiting to be assessed by the above means and whose supervisor certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or is assessed to be at the equivalent level by the Ombudsman or body approved by the Ombudsman. 	Standard	Level of Competence	CLA Rate 2	An employee who is: <ul style="list-style-type: none"> accredited or recognised by NAATI at the Para professional Interpreter /Translator level or above; or assessed to be at the equivalent levels by the Ombudsman or body approved by the Ombudsman.
Standard	Level of Competence								
CLA Rate 1	An employee who: <ul style="list-style-type: none"> passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is recognised by NAATI to possess equivalent proficiency; or is waiting to be assessed by the above means and whose supervisor certifies that the employee uses the language skills to meet operating requirements of the workplace, until such time assessment is completed; or is assessed to be at the equivalent level by the Ombudsman or body approved by the Ombudsman. 								
Standard	Level of Competence								
CLA Rate 2	An employee who is: <ul style="list-style-type: none"> accredited or recognised by NAATI at the Para professional Interpreter /Translator level or above; or assessed to be at the equivalent levels by the Ombudsman or body approved by the Ombudsman. 								
WaterNSW Enterprise Agreement 2018	<p>6.1 1 Language Allowance</p> <p>(a) An employee who has a basic level of competence in a community language and who works in locations where their community language is utilised at work to assist clients and such employees are not employed: (i) as interpreters and translators; and (ii) in those positions where particular language skills are an integral part of essential requirements of the position, will be paid an allowance as specified in Item 1 Schedule. 3, subject to this clause. (b) The base level of</p>								

	<p>the Community Language Assistance Scheme (CLAS) is paid to staff members who: (i,) are required to meet occasional demands for language assistance (there is no regular pattern of demand for their skill); and (ii) have passed an examination administered by the Community Relations Commission, or who have a National Accreditation Authority for Translators and Interpreters (NAA TI) language Recognition award. (c) The higher level of CLAS is paid to employees who meet the requirements for the base level of payment and: (i) are regularly required to meet high levels of customer demand involving a regular pattern of usage of the staff member's language skills, as determined by WaterNSW; and (ii) have achieved qualifications of NAATI interpreter level or above. This recognises that staff with higher levels of language skill will communicate with an enhanced degree of efficiency and effectiveness.</p> <p>Item 1 Schedule 3</p> <table border="1" data-bbox="368 577 1273 772"> <thead> <tr> <th>Item No</th> <th>Clause No.</th> <th>Description</th> <th>From Commencement of this Agreement</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>6.11</td> <td>Language allowance: <ul style="list-style-type: none"> Basic level rate Higher level rate </td> <td> <ul style="list-style-type: none"> \$1379 per annum \$2072 per annum </td> </tr> </tbody> </table>	Item No	Clause No.	Description	From Commencement of this Agreement	1	6.11	Language allowance: <ul style="list-style-type: none"> Basic level rate Higher level rate 	<ul style="list-style-type: none"> \$1379 per annum \$2072 per annum
Item No	Clause No.	Description	From Commencement of this Agreement						
1	6.11	Language allowance: <ul style="list-style-type: none"> Basic level rate Higher level rate 	<ul style="list-style-type: none"> \$1379 per annum \$2072 per annum 						
<p>Fair Work Commission Enterprise Agreement 2017-2020</p>	<p>Community language allowance</p> <p>143. An employee is eligible for a community language allowance where the employee:</p> <p>a. Uses language skills that meet the proficiency requirements of the National Accreditation Authority for Translators and Interpreters in a language other than English, including Aboriginal and Torres Strait Islander languages, AUSLAN and other forms of communication for the hearing impaired; and</p> <p>b. is required to use the language in delivery of the Agency's services.</p> <p>144. The allowance will be paid upon certification by the employee's manager that the requirements of clause 143 have been met.</p> <p>145. The allowance is \$31 per hour. Where the requirements of clause 144 have been met the employee will be paid:</p> <p>i. Where the total time worked using language skills on any given day is less than one hour, one hour; or</p> <p>ii. Where the total time worked using language skills on any given day is more than one hour, for the actual time worked using language skills.</p> <p>For example: if an employee uses language skills to attend the counter four times during one day for 20 minutes each time, he or she will be paid language allowance for 80 minutes (1 hour and 20 minutes)</p>								
<p>Australian War Memorial Teamwork Agreement 2017-2020</p>	<p>Community language allowance</p> <p>132. The Director may approve the payment of an allowance to an employee where: a) there is an identifiable and continuing need for particular language skills; and b) an employee possesses the required level of competency to provide client or employee services in languages other than English, including using Aboriginal and Torres Strait Islander and AUSLAN or other deaf communication skills. Further information is contained within the Community Language Allowance DI.</p> <p>Part J Allowances</p> <table border="1" data-bbox="384 1666 1187 1778"> <tbody> <tr> <td>Community language allowance</td> <td>See clause 132 Rate 1 Rate 2</td> <td>\$934.28 per annum \$1868.56 per annum</td> </tr> </tbody> </table>	Community language allowance	See clause 132 Rate 1 Rate 2	\$934.28 per annum \$1868.56 per annum					
Community language allowance	See clause 132 Rate 1 Rate 2	\$934.28 per annum \$1868.56 per annum							
<p>Northern Land Council Enterprise Agreement 2018</p>	<p>54. COMMUNITY LANGUAGE ALLOWANCE</p> <p>54.1 Where: (a) the CEO determines there is a continuing need to utilise an Employee's language skills for communication in languages other than English or utilising deaf communication skills; and the Employee's language competence is of the standard set out in the table below, an annual community language allowance is payable in accordance with the rate adjacent to that standard in the table below.</p>								

STANDARD	LEVEL OF COMPETENCE	RATE PER ANNUM
CLA Rate 1	An Employee who: <ul style="list-style-type: none"> passes the Language Aide Test conducted by the National Accreditation Authority for Translators and Interpreters (NAATI); or is recognised by NAATI to possess equivalent proficiency; or is assessed to be at the equivalent level by an individual or body approved by the CEO; or is waiting to be assessed by the above means and whose supervisor certifies that the Employee uses the language skills to meet operating requirements of the workplace, until such time as assessment is completed. 	\$797.33
CLA Rate 2	An Employee who: <ul style="list-style-type: none"> is accredited or recognised by NAATI at the Paraprofessional Interpreter level or above; or is assessed to be at the equivalent levels by an individual or body approved by the CEO. 	\$1,593.58

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

Federal Court of Australia Enterprise Agreement 2018-2021	<p>31. Language allowance</p> <p>The Court may approve the payment of community language allowance to an employee where it considers that there is an identifiable and continuing need for language skills in a language other than English, including Aboriginal and Torres Strait Islander languages and AUSLAN or other deaf communication skills, and if the employee has the required level of competency and provides client or employee services in the language. This allowance will count as salary for superannuation purposes. The Court may review eligibility for allowance payments from time to time to ensure that the employee uses the expertise or skill in question in accordance with clause 31.1.</p> <p>Attachment C</p> <p>Community Language Allowance (clause 31)</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="4">Annual rate</th> </tr> <tr> <th>Current rate</th> <th>On commencement 3% increase</th> <th>12 months from commencement 2% increase</th> <th>18 months from commencement 0.5% increase</th> </tr> </thead> <tbody> <tr> <td>Rate #1</td> <td>781</td> <td>804.43</td> <td>820.52</td> <td>824.62</td> </tr> <tr> <td>Rate #2</td> <td>1560</td> <td>1606.80</td> <td>1638.94</td> <td>1647.13</td> </tr> </tbody> </table>		Annual rate				Current rate	On commencement 3% increase	12 months from commencement 2% increase	18 months from commencement 0.5% increase	Rate #1	781	804.43	820.52	824.62	Rate #2	1560	1606.80	1638.94	1647.13
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Department of Human Services Agreement 2017-2020	<p>D7 COMMUNITY LANGUAGE ALLOWANCE</p> <p>D7.1 An employee whose language competency is of the required standard may be paid an allowance by the department where: (a) there is a business need for the language skills to be used in the workplace, including for communication with customers, in languages other than English, including Aboriginal and Torres Strait Islander languages, and AUSLAN and other deaf languages; and (b) there is an identifiable and ongoing need, as determined by the Secretary, for the employee to use their language skills in the workplace for customers and/or employees. D7.2 A fortnightly allowance under this clause D7 will be paid at the rates outlined in Table D2, in accordance with the following: (a) where an employee is required to use particular language skills at least three times per month: Rate 1; or (b) where an employee is required to use particular language skills at least eight times per month: Rate 2. D7.3 Over the life of this Agreement, the department will review the application of community language allowance with employees, and where they choose, their representatives.</p> <p>Part D - Allowances</p>
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Table D2 – Rates for duties based allowances			
Allowance	Rate per fortnight on commencement	From the first anniversary (per fortnight)	From the 18 month anniversary (per fortnight)
Departmental Liaison Officer	\$791.15	\$806.98	\$815.05
Community language allowance (Rate 1)	\$41.90	\$42.74	\$43.17
Community language allowance (Rate 2)	\$100.56	\$102.58	\$103.61

<p>Darebin City Council Enterprise Agreement 2018 - 2022</p>	<p>54. Language Aid Allowance</p> <p>54.1. This service utilises the bilingual skills of internal Employees to provide basic interpreting to our community. A base allowance of \$448.00 per annum will be paid. When interpreting services have been provided by the Language Aid (LA) an additional allowance of \$448.00 per annum will also be paid.</p> <p>54.2. The base allowance will be paid in December and where applicable the additional allowance will be paid in June as follows:</p> <p>a) either as an additional payment to salary; or</p> <p>b) by mutual agreement, added to the Employee's superannuation scheme.</p> <p>54.3. To be eligible for a Language Aid Allowance, the Employee must pass a language test to determine their ability to speak and/or read a community language. The test is conducted and administered by the National Accreditation Authority of Translators and Interpreters (NAATI). All LAs will need to participate in, and pass testing during the life of this Agreement. Employees who are accredited by NAA TI at pre-certification level and above, do not need to sit for the NAA TI test.</p> <p>54.4. Costs for LA testing and any review of test results will be funded from the LA budget.</p> <p>54.5. For those LAs accredited at a Paraprofessional Level through NAATI an allowance of \$1120.00 per annum will be paid in lieu of the amounts determined in sub-clause 54.1 above.</p> <p>54.6. Should a LA take leave of more than one month at a time, and as such be unable to provide language services, the level of allowance will decrease by \$18.65 per absent week and \$23.32 per absent week for Paraprofessional LA's.</p> <p>54.7. The allowance is not available to Employees who are employed in positions where particular language skills are an essential requirement of the position.</p> <p>54.8. The Multilingual Communication Service and LA requirements are reviewed on a regular basis. There may be circumstances when the payment of the allowance is no longer justified. In such circumstances Council will ensure that there has been prior consultation with the employee, including providing a reasonable period of notice</p>
<p>Broken Hill City Council Consent Award 2015</p>	<p>21.3 Community Language and Signing Work</p> <p>(a) Employees using a community language skill as an adjunct to their normal duties to provide services to speakers of a language other than English or to provide signing services to those with hearing difficulties, shall be paid an allowance in addition to the weekly pay. The quantum of the allowance is set out in the Table in Schedule 2.</p> <p>(b) The allowance may be paid on a regular or irregular basis, according to when the skills are used.</p> <p>(c) Such work involves an employee acting as a first point of contact for non-English speaking residents or residents hearing difficulty. In this regard the employee is limited to identifying the resident's area of concern or inquiry and then providing basic assistance, which may include face-to-face discussion and/or telephone inquiry.</p> <p>(d) Such employees convey straightforward information relating to Council services, to the best of their ability. The Employees do not replace or substitute for the role of a professional interpreter or</p>

	<p>translator. (e) Such employees shall record their use of a community language.</p> <p>Schedule 2 – Allowances</p> <p style="text-align: center;">Schedule 2 - Allowances</p> <table border="1" data-bbox="365 378 1286 499"> <thead> <tr> <th></th> <th>fipp on or after 1/11/15</th> <th>fipp on or after 1/7/16</th> <th>fipp on or after 1/7/17</th> <th>Ffpp on or after 1/7/18</th> </tr> </thead> <tbody> <tr> <td>Meal Allowance (Clause 14.4)</td> <td>\$10.92</td> <td>\$11.20</td> <td>\$11.49</td> <td>\$11.79</td> </tr> <tr> <td>Community Language and Signing work (clause 21.3)</td> <td>\$19.99p.w</td> <td>\$20.51p.w</td> <td>\$21.04p.w</td> <td>\$21.59p.w</td> </tr> </tbody> </table>		fipp on or after 1/11/15	fipp on or after 1/7/16	fipp on or after 1/7/17	Ffpp on or after 1/7/18	Meal Allowance (Clause 14.4)	\$10.92	\$11.20	\$11.49	\$11.79	Community Language and Signing work (clause 21.3)	\$19.99p.w	\$20.51p.w	\$21.04p.w	\$21.59p.w
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<p>The City of Sydney Wages/Salary Award 2014</p>	<p>18.4 Community Language & Signing Work Allowance 18.4.1 Where an employee is required to provide a language service to speakers of a language other than English, or to provide signing services to those with hearing difficulties as a regular part of their normal duties, the employee shall be paid an allowance of \$16.63 per week, which shall be a flat rate allowance (i.e. not paid for all purposes). 18.4.2 This work will require the employee to act as a first point of contact for people requiring these services. The employee identifies the customer's area of inquiry and provides necessary assistance to successfully conclude the customer service requirement. 18.4.3 The allowance will only be paid to an employee where the need is specified as an essential requirement of the employee's position description and/or this service requirement for an employee has been approved by the Director Workforce and Information Services.</p>															
<p>Local Government (State) Award 2017 [NSW]</p>	<p>Clause 15 (xii) Community Language, and Signing Work (a) Employees using a community language skill as an adjunct to their normal duties to provide services to speakers of a language other than English, or to provide signing services to those with hearing difficulties, shall be paid an allowance in addition to the weekly rate of pay as set out in Table 2 of Part B. The allowance may be paid on a regular or irregular basis, according to when the skills are used. (b) Such work involves an employee acting as a first point of contact for non-English speaking residents or residents with hearing difficulty. The employee identifies the resident's area of inquiry and provides basic assistance, which may include face-to-face discussion and/or telephone inquiry. (c) Such employees convey straightforward information relating to services provided by the employer, to the best of their ability. They do not replace or substitute for the role of a professional interpreter or translator. (d) Such employees shall record their use of a community language according to the employer's established policy (e) Where an employee is required by the employer to use community language skills in the performance of their duties: The employer shall provide the employee with the opportunity to obtain accreditation from a language aide accreditation agency Such training shall form part of the employer's training plan and budget, in accordance with the requirements of Clause 31 of this Award The employee shall be prepared to be identified as possessing the additional skill(s) The employee shall be available to use the additional skill(s) as required by the employer. (f) Savings These provisions identify minimum criteria only, and shall not be construed so as to require the reduction or alteration of more advantageous benefits or conditions under any arrangement existing at the date the award was varied to give effect to this clause. They shall not however be cumulative upon such existing payments.</p> <p>Table 2 - Allowances</p> <table border="1" data-bbox="365 1816 1286 1848"> <tr> <td>Clause 15 (xii)(a) Community Language Allowance</td> <td>21.80p.w.</td> <td>22.30p.w.</td> <td>22.90p.w.</td> </tr> </table>	Clause 15 (xii)(a) Community Language Allowance	21.80p.w.	22.30p.w.	22.90p.w.											
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2018) Award [NSW]	<table border="1"> <tr> <td>Uniform Fitter and Advisory Officer</td> <td>58,319</td> </tr> <tr> <td>Allowances</td> <td></td> </tr> <tr> <td>On call allowances (per hour)</td> <td>0.98</td> </tr> <tr> <td>Community Language Allowance Scheme (per annum)</td> <td></td> </tr> <tr> <td>Base level rate</td> <td>1,413</td> </tr> <tr> <td>Higher level rate</td> <td>2,124</td> </tr> <tr> <td>Flying Allowance (per hour)</td> <td>21.28</td> </tr> <tr> <td>First Aid Allowance (per annum)</td> <td></td> </tr> <tr> <td>Holders of basic qualification</td> <td>910.01</td> </tr> <tr> <td>Holders of current occupational first aid certificate</td> <td>1,367.35</td> </tr> </table> <p>Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009</p> <table border="1"> <tr> <td>Community Language Allowance Scheme</td> <td></td> </tr> <tr> <td>Base level rate</td> <td>1,413</td> </tr> <tr> <td>Higher level rate</td> <td>2,124</td> </tr> </table>	Uniform Fitter and Advisory Officer	58,319	Allowances		On call allowances (per hour)	0.98	Community Language Allowance Scheme (per annum)		Base level rate	1,413	Higher level rate	2,124	Flying Allowance (per hour)	21.28	First Aid Allowance (per annum)		Holders of basic qualification	910.01	Holders of current occupational first aid certificate	1,367.35	Community Language Allowance Scheme		Base level rate	1,413	Higher level rate	2,124
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Service NSW (Salaries and Conditions) Employees Award 2016	<p>20. Community Language Allowance Scheme "CLAS"</p> <p>20.1 Employees who possess a basic level of competence in a community language and who work in locations where their community language is utilised at work to assist clients, and such staff members are not:</p> <p>a) Employed as interpreters and translators; but are</p> <p>b) Employed in those roles as acknowledged in writing by the Division Head of Service NSW,</p> <p>shall be paid an allowance as specified in Schedule B, Rates - Allowances, subject to subclauses 20.2 and 20.3 of this clause.</p> <p>20.2 The base level of the CLAS is paid to employees who:</p> <p>a) are required to meet occasional demands for language assistance (there is no regular pattern of demand for their skill); and</p> <p>b) have passed an examination administered by Multicultural NSW, or who have a National Accreditation Authority for Translators and Interpreters (NAATI) language Recognition award.</p> <p>20.3 The higher level of CLAS is paid to employees who meet the requirements for the base level of payment and:</p> <p>a) are regularly required to meet high levels of customer demand involving a regular pattern of usage of the employees language skills, as determined by the Division Head; or</p> <p>b) have achieved qualifications of NAATI interpreter level or above. This recognises that staff with higher levels of language skill will communicate with an enhanced degree of efficiency and effectiveness.</p> <p>Schedule B - Allowances</p> <table border="1"> <tr> <td>Community language allowance scheme</td> <td>Per annum (effective from on or after 1 July 2016)</td> </tr> <tr> <td>- Base Level Rate</td> <td>\$1345</td> </tr> <tr> <td>- Higher Level Rate</td> <td>\$2020</td> </tr> </table>	Community language allowance scheme	Per annum (effective from on or after 1 July 2016)	- Base Level Rate	\$1345	- Higher Level Rate	\$2020																				
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Australian Capital Territory Public Sector	<p>12.18 Community language allowance</p> <p>(a) Where, in providing client or staff services, the director-general determines there is a continuing need to utilise an employee's particular language skills for communication in languages other than English, including deaf communication skills (both oral and sign language)</p>																										

Enterprise Award 2016 [ACT]	<p>and Aboriginal languages, and the employee’s language competence is of a standard set out in the table below, an allowance is payable in accordance with the rate adjacent to that standard.</p> <table border="1" data-bbox="379 300 1187 891"> <thead> <tr> <th>Standard</th> <th>Level of competence</th> <th>Rate of allowance \$ per week</th> </tr> </thead> <tbody> <tr> <td>CLA Rate 1</td> <td>An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1;or is assessed to be at the equivalent levels by an individual or body approved by the director-general.</td> <td>20.51</td> </tr> <tr> <td>CLA Rate 2</td> <td>An employee who: is certified by the NAATI as a Translator or Interpreter at level 2;or is assessed to be at the equivalent levels by an individual or body approved by the director-general.</td> <td>41.04</td> </tr> </tbody> </table> <p>(b) Employees who are classified as an Interpreter or Translator are not eligible for the allowance.</p> <p>(b) Eligible part-time employees are entitled to receive the allowance on a pro-rata basis.</p> <p>(c)</p>	Standard	Level of competence	Rate of allowance \$ per week	CLA Rate 1	An employee who: is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at level 1;or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	20.51	CLA Rate 2	An employee who: is certified by the NAATI as a Translator or Interpreter at level 2;or is assessed to be at the equivalent levels by an individual or body approved by the director-general.	41.04
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Christmas Island Administration Enterprise Award 2016	<p>11.10 Interpreting allowance</p> <p>(a) An annual interpreting allowance shall be paid to an employee where the employee is able to communicate effectively in English as well as in a community language other than English, and the employee is required by the employer to perform interpreting and/or translating duties in the normal performance of their duties, on a continuing basis.</p>									

	(b) The interpreting allowance shall be \$864.04 per year.																																				
Parliamentary Department's Staff Enterprise Award 2016	<p>11.15 Community language allowance</p> <p>(a) Criterion</p> <p>Where, in providing client or employee services, the Secretary determines there is a continuing need to utilise an employee's particular language skills for communication (in languages other than English including deaf communication skills) and the employee's language competence is of a standard set out in the table below, an allowance is payable in accordance with the rate adjacent to that standard.</p> <table border="1"> <thead> <tr> <th>Standard</th> <th>Level of competence</th> <th>Allowance \$ per week</th> </tr> </thead> <tbody> <tr> <td>CLA Rate 1</td> <td>An employee who has adequate language skills, as determined by an individual or body approved by the Secretary, for simple communication.</td> <td>20.51</td> </tr> <tr> <td>CLA Rate 2</td> <td>An employee who: <ul style="list-style-type: none"> • is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at any level; or • is assessed to be at the equivalent levels by an individual or body approved by the Secretary. </td> <td>41.03</td> </tr> </tbody> </table>	Standard	Level of competence	Allowance \$ per week	CLA Rate 1	An employee who has adequate language skills, as determined by an individual or body approved by the Secretary, for simple communication.	20.51	CLA Rate 2	An employee who: <ul style="list-style-type: none"> • is certified by the National Accreditation Authority for Translators and Interpreters (NAATI) as a Translator or Interpreter at any level; or • is assessed to be at the equivalent levels by an individual or body approved by the Secretary. 	41.03																											
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Victorian Public Service Enterprise Agreement 2016	<p>31.4 Language allowance</p> <p>(a) Where the Employee, in addition to his or her normal duties, agrees to be appointed by the Employer to use their skills in a second language to assist members of the public who have low English proficiency:</p> <p>(i) the Employee must hold a current accreditation from the National Accreditation Authority for Translators and Interpreters (NAATI); and</p> <p>(ii) the Employee will be paid an annual allowance payable in fortnightly instalments as follows:</p> <table border="1"> <thead> <tr> <th>Date of Effect</th> <th>Language aide accreditation</th> <th>Paraprofessional interpreter accreditation</th> <th>Interpreter accreditation or higher</th> </tr> </thead> <tbody> <tr> <td>1 January 2016</td> <td>\$982</td> <td>\$1,351</td> <td>\$1,842</td> </tr> <tr> <td>1 July 2016</td> <td>\$997</td> <td>\$1,371</td> <td>\$1,870</td> </tr> <tr> <td>1 January 2017</td> <td>\$1,014</td> <td>\$1,395</td> <td>\$1,903</td> </tr> <tr> <td>1 July 2017</td> <td>\$1,029</td> <td>\$1,416</td> <td>\$1,932</td> </tr> <tr> <td>1 January 2018</td> <td>\$1,047</td> <td>\$1,441</td> <td>\$1,966</td> </tr> <tr> <td>1 July 2018</td> <td>\$1,063</td> <td>\$1,463</td> <td>\$1,995</td> </tr> <tr> <td>1 January 2019</td> <td>\$1,082</td> <td>\$1,489</td> <td>\$2,030</td> </tr> <tr> <td>1 July 2019</td> <td>\$1,098</td> <td>\$1,511</td> <td>\$2,060</td> </tr> </tbody> </table> <p>(b) The Employer will pay the cost of the NAATI pre-testing workshop.</p> <p>(c) The Employer will also meet the cost of the NAATI test, up to two times per Employee per level of accreditation. The Employee must apply annually for renewal of the allowance.</p> <p>(d) The Employer will assess the Employee's renewal application to determine whether the</p>	Date of Effect	Language aide accreditation	Paraprofessional interpreter accreditation	Interpreter accreditation or higher	1 January 2016	\$982	\$1,351	\$1,842	1 July 2016	\$997	\$1,371	\$1,870	1 January 2017	\$1,014	\$1,395	\$1,903	1 July 2017	\$1,029	\$1,416	\$1,932	1 January 2018	\$1,047	\$1,441	\$1,966	1 July 2018	\$1,063	\$1,463	\$1,995	1 January 2019	\$1,082	\$1,489	\$2,030	1 July 2019	\$1,098	\$1,511	\$2,060
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1 January 2017	\$1,014	\$1,395	\$1,903																																		
1 July 2017	\$1,029	\$1,416	\$1,932																																		
1 January 2018	\$1,047	\$1,441	\$1,966																																		
1 July 2018	\$1,063	\$1,463	\$1,995																																		
1 January 2019	\$1,082	\$1,489	\$2,030																																		
1 July 2019	\$1,098	\$1,511	\$2,060																																		

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

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	- Higher Level Rate						
State Government Entities Certified Agreement 2015 (QLD)	<p>3.8 Language Allowance</p> <p>Payment of language allowance at the rate of \$569 per annum for school support staff whose duties require translation and interpretation skills and who meet the requirements of Language Aide of the National Accreditation Authority for Translators and Interpreters or other equivalent qualifications as determined from time to time by the Chief Executive Officer on the recommendation of the ACC.</p>						
Department of Education and Training Teacher Aides' Certified Agreement 2015 (QLD)	<p>12.7 Communication allowance</p> <p>(a) Teacher Aides required to perform interpretation of:</p> <p>(i) Languages other than English (LOTE);</p> <p>27</p> <p>(ii) Braille; and</p> <p>(iii) Signing (e.g. AUSLAN);</p> <p>Will receive a communication allowance of \$10.94 per week (based on \$569 p.a. with no pro rata for the weekly payment) subject to meeting the following requirements:</p> <p>(i) Required by the Department to perform the interpretation; and</p> <p>(ii) Hold qualifications recognised by the Department.</p>						
Part-Time Interpreters or Translators (Public Service) (SA) Award	<p>CLAUSE 2.1 LINGUISTIC ALLOWANCE OPDATE</p> <p>The allowance in this Award shall operate from the first pay period on or after 1 July 2018. Officers registered as part-time interpreters or translators with the Registering Authority, shall be paid a linguistic allowance of \$912 per annum in addition to their normal salary. This allowance is to be regarded as salary for the purposes of calculation of shift penalty and for overtime and is to be varied according to the wage decisions.</p>						
Australian Bureau of Statistics (Interviewers) Enterprise Award 2016	<p>9.8 Interviewing language allowance</p> <p>If an Interviewer is required to undertake an interview using language skills, other than English, they will be eligible to be paid an Interviewing Language Allowance for each hour for which they are required to use their language skills as follows:</p> <p>(a) when undertaking a Grade 2 assignment:\$4.14 per hour;</p> <p>(b) when undertaking a Grade 3 assignment:\$2.91 per hour;</p> <p>(c) when undertaking a Grade 4 assignment:\$0.66 per hour.</p>						

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