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Western
Australian
Institute of

Translators and
Interpreters Inc

Newsletter

May/June 2006

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From the Committee

Membership fees now due – capitalise on two-year discount

Members are reminded that membership fees are due and payable on July 1. Also, across all categories members are now able to lock in their current fee level by paying for two years of membership at once. For two year memberships, Members will pay \$110, Associates \$90, and Fellows \$120. Otherwise, for single year memberships, fees will increase between five and ten per cent. For further details, refer to the schedule of Membership Benefits herein.

Welcome to new and rejoined members

Angela Mackle (German)

Miriam Arsanious (Arabic - Country Member)

Rejoined members: Yuki Ghantous, Jani Rufov, Helen Smith, Branka Katalanic

Are you feeling inspired? – WAITI work to be done

Probably the most important function of the Committee is to consider and debate the directions and decisions taken by the Institute. Some of the issues it is suggested that the Committee continue to work on in the coming year are: competencies, State language policy, collaboration with colleague associations, building the profile of the Institute, increasing the membership base, and giving input to the issue of practitioners in the health sector. If you want to be part of the Committee 'think tank' on these or any other issues, please seriously consider nominating.

Otherwise, the Institute is only as effective as the members who are willing to do its work, and there is some specific work to be done. The role of Treasurer is available. There are also four other tasks that need to be guided by dedicated individuals who do not necessarily need to be formally on Committee if they do not want to be. If any of these five tasks inspire you, please step forward and volunteer to take them on.

Professional development and networking

The WAITI Committee has committed to four PD and four social events a year, including the End of Year luncheon and the AGM. One or two people are needed

to take responsibility for setting dates, organising venues, arranging speakers, coordinating catering and preparing fliers.

Insurance

Preliminary work has been done on better defining practitioner requirements in relation to insurance. A person is needed to pick up the task, finalise the brief and negotiate with insurance underwriters to identify or develop the best products.

Website

The Committee has resolved to create a dedicated WAITI domain and relocate the WAITI website to an independent host, unaffiliated with any particular ISP and independent of the computer of any individual member. A person or persons are needed to facilitate discussion among members (via the e-list is probably the easiest) about what they want in the Institute's website, to draw up a brief for tenders to build it, and to identify and apply for any grants available to build and manage it.

Constitution

The WAITI Constitution is in desperate need of updating to allow for modern technology, and may further benefit substantially from a re-think in light of current industry trends. A person or persons are needed to facilitate discussion among members (via the e-list is probably the easiest) about possible changes to the Constitution, and to prepare amendments in the form of a motion for next year's AGM (August 2007).

Upcoming events

PD Workshop *The National State of Play in Interpreting and Translation*

Saturday, 12 August (9:30 for 10:00 am)

In 2003, Prime Focus Consulting was engaged by the Office of Multicultural Interests to conduct a Needs Analysis for a State Language Service. In the course of their commission, the consultants directly investigated government language services across Australia. Since then, Prime Focus has also investigated indigenous language services, primarily in Western Australia, and has completed or is engaged in further commissions for the State Government underpinning reviews of language policies.

Ms Carol Hofmeester, of Prime Focus, is uniquely qualified to talk about current trends in language policy and government

service delivery around Australia, with particular reference to the role of interpreters in giving effect to equitable access. Ms Hofmeester's talk will be followed by a question and answer session and will conclude with networking over morning tea. An invitation to hear Ms Hofmeester speak and to network with WAITI and other colleagues will be extended to members of AUSIT(WA) and ASLIA(WA).

WAITI AGM – Saturday, 12 August (11:00 am to 12:30 pm)

The WAITI AGM will convene at 11:00 am on the morning of Saturday, 12 August, immediately following the PD workshop. The venue is the staff room on the 3rd floor at Central TAFE, Museum Street, Northbridge. The meeting is scheduled to finish at 12:30. AUSIT(WA) and ASLIA(WA) will be invited to send observers. Attendees should also look forward to being in the draw for a special door prize.

Treasurer Roseline Khayat is overseas until the AGM. In the interim, Ella Davies is Acting Treasurer, and Jani Rufov has been co-opted to assist as necessary. At the AGM the WAITI Constitution requires that Roseline Khayat step down as Treasurer, as she has served in that position for three years. All other positions on the Committee are also available for nomination.

Agenda items may be submitted to the WAITI Secretary via the WAITI e-mail: waiti@iinet.net.au. To ensure proper notice, please submit proposed agenda items by 30 June.

Workshop on language in the theatre

The Australian National Playwright's Centre Conference is a national forum for Australian theatre. From 2 to 15 July the 33rd conference will be staged in Perth, and hosted by Black Swan Theatre Company.

Rita Pasqualini of AUSIT has been working to have included in the conference program a workshop entitled: *Translating Theatre - a seminar for theatre and language professionals*. It is proposed the event will take place from 7:00 to 9:00 pm

on Wednesday, July 5 at St Catherine's College at the University of WA.

The workshop will be a forum for language professionals and the performing arts to explore what each can offer the other.

Conference Curator, Tom Healey, says, 'Imagine if English-speaking theatre had never discovered Chekhov, Ibsen, Moliere or Dario Fo! Australia is uniquely positioned with its multicultural population and experienced translators to discover the next Yasmina Reza, Marius von Mayenburg or Presnyakov Brothers, and to take our own writers out to the world.'

AUSIT has invited both WAITI and ASLIA(WA) to become involved. More detailed information will be made available as it comes to hand.

In the news....(and beyond) Musical chair Mayhem in Multicultural portfolios

In the three months since our last newsletter, the Office of Multicultural Interests has had to put up with a merry-go-round of State Ministers.

For a brief moment John Dorazio was announced as replacing Margaret Quirk, reported in our February newsletter as the replacement for Bob Kucera. Less than 24 hours later, Ms Quirk was back in the multicultural seat, only to be replaced last week by Tony McRae, the Member for Riverton.

The Hon. Mr McRae's priorities have been education, health, sustainable development and community safety. He has been in parliament since 2001 and in 2005 was appointed Parliamentary Secretary to the Minister for Agriculture and Forestry. In 2006 his responsibilities were broadened to include the role of Parliamentary Secretary to the Minister for Resources and assisting the Minister for State Development. Of interest to the profession in light of the competencies project is that in 2002 he chaired the review of the State's training system.

Minister McRae is a trained mediator, has a B.A. in Social Ecology from Murdoch and is a director of his own economic development consultancy firm.

(See later in this newsletter for a detailed report.)

At the Federal level in the meantime, on January 27 there ceased to be a Minister for Citizenship and Multicultural Affairs. Senator Amanda Vanstone is now the Minister for Immigration and Multicultural Affairs, and is supported by a Parliamentary Secretary, the Hon. Andrew Robb. Indigenous Affairs has also been removed from the portfolio.

Women's and Children's Health Service to be restructured

Effective July 1, King Edward Memorial Hospital for Women and Princess Margaret Hospital for Children will separate. King Edward Memorial Hospital will be re-established as a separate institution and become administratively part of the North Metropolitan Area Health Service in preparation for its eventual relocation to the QEII site at Nedlands.

Princess Margaret Hospital for Children will also be re-established as a separate institution to build on its role as the tertiary paediatric centre. Dr Robyn Lawrence, currently Acting Director of Clinical Services at Royal Perth Hospital, will assume the position of Acting Executive Director of PMH while the position is advertised and filled. From July 2006, the position will report directly to the Director-General of Health, Dr Neale Fong.

As one of the few clinical services that span both campuses, it remains to be seen what fate awaits the Language Services Unit in the Women's and Children's Health Service.

Royal Perth Hospital Language Services a focus for Government action

A recent meeting between a delegation of practitioners registered with Royal Perth Hospital and the Hon. Bob Kucera, discussed the implications of casual employment of practitioners at Royal Perth Hospital and issues of rates of casual and contractual pay.

In other forums, Dr Robyn Lawrence, Director of Clinical Services at RPH, has said that a move to create employee positions at the hospital has been largely motivated by a desire to cut costs by making better use of interpreter resources.

Convened on Thursday, May 4, the meeting with Mr Kucera was also attended by representatives of the Attorney-General's office, Royal Perth Hospital management and the Ethnic Communities Council. The meeting was the result of concerted lobbying by Mr Sergio Cooper, who has become known as a vocal champion of the cause for better pay and working conditions for practitioners.

Discussion covered the impending implementation of a revised State language policy by the Office of Multicultural Interests, opportunities for whole-of-government procurement of practitioner services, and the need for service providers to provide government with consistent services at an acceptable level and cost.

RPH undertook to have further discussions with practitioner representatives on the immediate issues of contract rates and rates of pay, and Mr Kucera has offered to facilitate a meeting between practitioner associations and Unions WA.

Mr Kucera confirmed that there is scope for a Treasury-driven 'single desk' approach to provision of interpreting services and that it was clear that a cross-Government language services policy that outlines practice, sets clear benchmarks, and outlines both Government policy and legal requirements, is overdue.

The Attorney-General's representative and Dr Lawrence undertook to follow up on the outcomes of the meeting.

Ella Davies, of WA Interpreters Pty Ltd, reported that it was clear from the discussion that interpreters are at liberty to get insurance and stay contractors, and that becoming employees of the hospital rather than contractors will be a matter of personal choice.

The meeting has cleared the way for matters to unfold in the context of the broader interests of the State and Government, and not just in the interests of a single hospital.

Senate Estimates hearing probes Translation and Interpreting

What are Senate Budget Estimates?

Estimates of government expenditure are referred to Senate legislation committees as part of the annual budget cycle. This opportunity to examine the operations of government plays a key role in the parliamentary scrutiny of the executive.

In hearings on the Government's performance in the Immigration and Multicultural Affairs portfolio in the 2006 round of Federal Budget Estimates, Senator Annette Hurley, Shadow Minister for Immigration and Multicultural Affairs, on May 23 posed a series of questions relating to interpreting and translation to Mr Peter Vardos, First Assistant Secretary of Citizenship, Settlement and Multicultural Affairs, Ms Mary-Anne Ellis, Assistant Secretary of the Citizenship and Language Services Branch, and Mr Chris Greatorex, Director of TIS National.

Revalidation to be run by NAATI

Mr Vardos reported that in a teleconference a week before, departmental heads representing the owners of NAATI Ltd had agreed that NAATI is the appropriate entity to implement a system of revalidation of practitioners.

Mr Vardos reported, 'There is a body in the community that feels that NAATI should not be the body responsible for revalidation of interpreters' qualifications and that it should go to the practitioner representatives. I think AUSIT is one of them. I think there was almost unanimous agreement by all of the owners - one or two states had some reservations - that they want NAATI to pursue the revalidation project but to clearly bring in the other stakeholders to be parties to it. NAATI is the appropriate national authority to conduct that revalidation or retesting of interpreters after whatever period is agreed, whether it is five years, six years or whatever. The owners certainly see NAATI as the body that should have the responsibility for maintaining professional qualifications standards.'

Interpreter availability

Senator Hurley sought information on initiatives taken by TIS and DIMA to address the need for interpreters in African

languages, preparations for an expected influx of refugees from Myanmar, and the problem of ageing populations of European migrants.

Mr Vardos advised that DIMA is seeking to identify potential interpreters in African refugee camps and give them priority in resettlement to Australia. He took on notice a request from the Senator for a full list of languages for which TIS has interpreters, and their number. He also acknowledged that it is hard to make a full-time living as an interpreter and that the second generation of European migrants therefore tends to pursue other careers.

NAATI governance questioned

Senator Hurley asked a series of probing questions leading to issues of the governance of NAATI, citing criticism that directors and staff of NAATI Ltd do not have formal or current expertise in modern interpreting and translation practice. In particular, and further to questions in the NSW Parliament last year, she queried the terms and conditions of employment and performance evaluation of the NAATI CEO.

Mr Vardos was unable to provide specifics on the performance evaluation of the CEO, and confirmed there were issues relating to that person's conditions of service.

He explained, 'When the organisation [NAATI] went from the old articles of association to the new constitution, the terms and conditions, or the contract, of the CEO were not suitably amended to reflect the new regime. So that person is not on a fixed term contract. That person is on, I think, an open-ended employment arrangement. That is the issue that caused some concern amongst members' representatives - that it should have been dealt with at the time and the CEO should have been put on a fixed term contract.'

Mr Vardos was also unable to answer questions from the Shadow Minister relating to the development and definition of best practice in test design and administration, and the setting of performance criteria or measures to determine the success of NAATI. He undertook to refer the questions to NAATI and its Board of Directors.

Interpreter – Transfers a spoken or signed language into another spoken or signed language, usually within a limited time frame in the presence of the participants requiring the translation.

Translator – Transfers a source text from one language into another, usually within an extended time frame to allow for corrections and modifications and without the presence of the participants who require the translation.

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WAITI finds out what is really happening at Royal Perth Hospital

Confronted with conflicting rumours, WAITI representatives earlier this month sought a briefing on what is happening at RPH in relation to language services from Dr Robyn Lawrence, Director of Clinical Services.

Heather Glass, President of WAITI, and Francika Roberts, Committee Member and immediate past President, met with Dr Lawrence on May 5 to:

- ✧ introduce the Institute and its activities and priorities
- ✧ provide context on the interpreting and translation industry
- ✧ be able to inform practitioners about the health sector
- ✧ open avenues for dialogue

Dr Lawrence joined Royal Perth in mid 2005, at which time the hospital was part of the North Metropolitan Area Health Service. A decision was taken at the time to establish a single interpreting service to cover the North Metropolitan area, including Royal Perth, Sir Charles Gardner and Swan Districts hospitals. Interpreters would become employees. Those working in high-demand languages would be full or part time. Practitioners in lower-demand languages would be casuals.

The plan had its beginnings in the fact that interpreters engaged by RPH are on contract, but are not true contractors. The situation needed resolving. One of many obstacles to practitioners becoming true contractors was insurance, as, as

contractors, interpreters are not covered by the Government's insurer.

RPH was subsequently made part of the South Metro Area Health Service, prompting the proposal to be amended. The proposal at this time is for a service based on employed practitioners, only for RPH. There are three drivers to the employment model:

- 1 The contracting model does not fit all. True contractors must lodge expressions of interest, tender prices, and have their own insurance cover.
- 2 Increased usage has driven a significant increase in the hospital's budget for interpreting services. Services could be more effectively delivered in an employment model.
- 3 The hospital wishes to build practitioner professionalism within health, an objective that is more readily achievable if practitioners are regular employees and aligned with other allied health professionals.

A submission on positions for interpreters prepared by the Language Services Coordinator and her staff went from RPH to the Health Corporate Network (HCN) on 31 March. The HCN will engage external consultants to prepare a report, which will go to an area-based review committee. It is anticipated that the consultants will look for benchmarks in other States, and most likely, NSW.

The model proposed for interpreters by the RPH Language Services Coordinator has three tiers of employment: full-time, part-time and casual. The major deciding factor will be level of education and the level required to undertake a job. The Language Services Unit has nevertheless tried to build in contingencies, as in the case of new refugee languages.

Payment of employed practitioners will be in accordance with a Hospital Salaried Officers Association (HSOA) agreement. Such agreements are reached using external consultants against a standardised scale. Interpreters can be expected to fall within the same range as allied health services (e.g. physios, OTs), or health sector levels 3 to 5, however, a decision on levels may take as long as six months. WAITI research has confirmed

the following levels of annual and pro rata hourly pay applicable to employment in the health sector, effective 1 January 2006.

LEVELS	MIN~MAX (pa)	MIN~MAX (hrly)
L. 3	\$40,838~\$44,598	\$20.67~\$22.57
L. 4	\$45,483~\$50,194	\$23.02~\$25.40
L. 5	\$51,238~\$55,667	\$25.93~\$28.17

Once the Job Service Classifications come back from the HCN, the hospital will look at how many full and part time positions are actually needed. The positions will be advertised and people will be interviewed against selection criteria. Practitioners already working for RPH will not automatically be appointed, but must apply and proceed through interview in accordance with standard transparent and accountable public service application and interview procedures. Persons selected for employment will be required to sign employee agreements.

The hospital recognises that demand for particular languages may change, and accepts that people in the identified positions will then be in the system permanently as employed public servants.

Full-time appointments will include such non-interpreting duties as coordination and clerical work and education. It is proposed that such people may also be used in a patient liaison role, much as Aboriginal liaison officers now are, being considered as part of the 'health team'. They will be given appropriate training, and will be given vehicles and/or transport vouchers if required to travel to other sites for work purposes.

Casuals will be paid less than as a contractor, and will lose the contractor's flexibility. Acknowledging concerns expressed by practitioners, Dr Lawrence advised that casual employees will not be used in patient liaison roles. They will be guaranteed minimum bookings (in accordance with the HSOA agreement), but will not be required to do additional duties outside of interpreting. In addition, it would be expected that all terms of engagement would be covered in the formal contract.

While employment is the hospital's preferred model, Dr Lawrence acknowledges that the market may not like it, and that ultimately the hospital may still

have to tender for contractors. In short, the hospital is seeking to move to a market driven model.

Dr Lawrence gave WAITI the following undertakings:

- to make available a copy of the proposal submitted by the Language Services Unit to the Health Corporate Network, and in particular the three-tiered model
- to make available a copy of salary scales and employee agreement documents
- to make available job specifications
- to refer WAITI to the HCN to ensure the Institute is formally consulted by the external consultants appointed to develop the Job Standard Classifications
- commended WAITI to the Language Services Coordinator to make a presentation to a meeting of RPH interpreters on competency based training and other national and state initiatives affecting practitioners

WAITI representatives will meet Ms Krystyna Cieslawski, the Coordinator of the Language Services Unit, on 9 June.

Steering Group signs off on Competency Scoping Project Report

In a March 30 teleconference, the Steering Group for the Competency Scoping Project signed off on the Final Report and agreed that the Group should recommend to the Department of Education, Science and Technology (DEST) that a budget be allocated to the development of Nationally Endorsed Competency Standards.

The Steering Group agreed that the Scoping Project had confirmed:

- the need for national consistency in qualifications
- the need for the qualifications to be based on competencies
- the need, not only for higher end qualifications, but also pathways and limited work at entry levels

Overall there had been found to be support for the next stage of the project, although there are individual issues requiring further work. The Group stated in its recommendations to DEST that

particular emphasis be given to the following areas of the Report recommendations before standards and qualifications are finalised.

- Continuing concerns about the implications of titles of qualifications and occupations
- Definitions of 'industry' to be re-stated: who exactly industry constitutes and their roles in the development process
- The need to identify clearly whether or not there is a job outcome from all qualifications, and in particular Cert III and Cert IV
- The need to empirically research and articulate the language entry and exit requirements of each qualification and the fact that there would not be automatic progression between qualifications
- The need for national consistency and rigour in assessment, based on empirical research
- The need to go wide in consultation on the Diploma to employers of LOTE speakers, but to maintain balance in the competencies developed for that qualification between lay expectations of LOTE speakers and the technical parameters defined by the T&I industry in the Scoping Project
- Trainer and assessor qualifications

Discussion

While some Steering Group members expressed concern about Cert III and Cert IV qualifications being positioned as part of the T&I sequence, the Group acknowledged that Cert III would only be a pathway to enable participants to achieve the appropriate vocational language skills (English and LOTE) - currently unavailable in LOTE or ESL training - to move towards T&I. Cert IV would provide the skills to work as a bi-lingual aide, and neither it nor Cert III would lead to an occupational interpreting outcome. Progression would not be automatic. The point was also made that there is also a significant equity issue and a real need for the lower level certificates, particularly for Indigenous and emerging language groups. Job outcomes (if any) and language levels would clearly need to be articulated in the next stage.

The Group acknowledged that the Diploma would serve two purposes: skills for a career in T&I and skills to enable someone to use LOTE as part of their daily work, which may or may not include T&I, for example in business or international relations. In the next stage there needs to be extensive consultation about the Diploma with entities such as DIMA, the Department of Indigenous Affairs, DFAT, Law Societies, finance industry associations, the Australian Chamber of Commerce and Industry, the Australian Institute of Export, and the Hospitality and Tourism industry.

NAATI voiced concern that consultation with TAFEs may have been insufficient, but the Group was reminded that the support of the TAFE sector is not really essential to the project, as it is about industry needs and not those of training providers. Industry is defined as practitioners and practitioner associations, with trainers and educators of practitioners, the accrediting body (NAATI) and service providers/brokers being industry stakeholders.

The Group confirmed that other than the units of competency and the elements, the key issues are: entry requirements, assessment, and trainer qualifications. Entry requirements were identified as needing a separate mini-project within the development project, conducted by someone with the requisite expertise, of whom there are only a handful in Australia. The results would then feed into development of an Implementation Package, including assessment guidelines, the work for which warrants a third separate project after development.

Proposal to DEST

Service Skills Australia Project Manager, Ms Susan Briggs, outlined the proposed structure of the next stage. The project would have a small, cross-industry management team made up of representatives from interested Industry Skills Councils and DEST who would oversee the work of a part-time project manager. This would be supported by a wider National Industry Reference Group made up of industry associations, key employer groups and providers, and including members from the current Steering Group, to provide input and

ensure proper consultation. The project work would be undertaken by consultants selected through a formal tender process. To ensure the full range of skills and knowledge in T&I and VET to undertake the work, that may well be a consortium.

NAATI Revalidation Proposal West Australian practitioners register opposition to NAATI Revalidation, but other States are less successful

On March 9, representatives of WAITI and AUSIT(WA) met with the Western Australian NAATI Member's Representative, Dr Leela De Mel, CEO of the Office of Multicultural Interests, to formally lodge practitioner opposition to the NAATI Revalidation proposal.

Heather Glass, Annamaria Arnall and Ella Davies made it clear that the profession is basically opposed to NAATI proceeding with revalidation. Three weeks of consultations around Australia had confirmed that practitioners support the need to review the competence of accredited practitioners, but not as NAATI proposes.

The association representatives explained that practitioners are of the view that where any big decisions are to be made about our industry, the associations must be consulted first. NAATI Ltd is not the entity with which policy should be discussed. The profession wishes to open direct lines of communication with the Members and their Representatives.

Dr De Mel pointed out a difficulty is the variety of levels of engagement between Members Representatives and the profession. She felt that bureaucrats do not often have the interpreting and translation knowledge and should listen to and be guided by the people who do. She stressed the importance of organisational leaders meeting in each State and Territory.

The professional associations offered an alternative to NAATI's proposal, involving collaboration between the associations. The practitioner representatives explained that as a group, the professional associations (AUSIT, WAITI, ASLIA, PAIT) should be able to work together on

benchmarks for the profession, following the lead set by AUSIT.

AUSIT has developed a Senior Practising Member category and a framework for a Board of Professional Conduct. Both those initiatives are about introducing more market forces to the profession and making practitioners more accountable and more competent business people. The initiatives will make practitioners current, while NAATI's proposal is about making accreditation current.

In short, the alternative to NAATI's proposal is that the profession wants time to develop its own system, which will satisfy the profession's purposes. The system will not satisfy NAATI's purposes, but NAATI's own proposal will not satisfy its stated objectives, because the NAATI revalidation proposal is about NAATI wanting accreditation to be:

- current
- validated, and
- sought after (specifically by Paraprofessionals).

NAATI's stated objectives from the 2nd Discussion Paper for introducing a system of revalidation are:

- to ensure competency remains current, but that assumes that accreditation confirms competence
- to reassure service providers that accreditation is a meaningful measure of competence, but the NAATI proposal will only confirm that a practitioner is practising; it is silent on the practitioner's competence, and on accreditation as a measure of competence
- to ensure the service received is comparable to expected skills (per accreditation level), but the proposal makes no link, nor does it provide a mechanism to create a link between the fact that a practitioner is practising and the nature or quality of the service the practitioner renders
- to provide an incentive for PPs to upgrade, but it does not offer any incentive (e.g. increased remuneration, status, availability of work), and is indeed entirely punitive, as currently accreditation is for life, but once practitioners buy in to

revalidation, the life-time validity of their accreditation is lost.

Conversely, the professional associations want practitioners to be current and accountable. Meanwhile, NAATI's priority must be to focus on testing and getting that right. WAITI and AUSIT(WA) stated the view from the forums that NAATI is taking on too many roles, creating a conflict of interest.

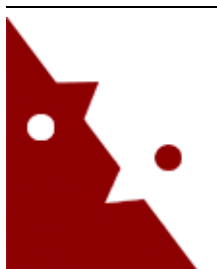
Dr De Mel agreed to support the notion of putting revalidation on hold and focusing on testing and the accreditation process. She felt that the Cook Report should be implemented first, but pointed out that the industry had to be more proactive and united, otherwise it can easily fall victim to a 'divide and rule' approach. She said that a package developed among practitioners is a start, but asked whether it could be a combined practitioner 'led' model incorporating all the professional associations: an independent practitioner-owned model, with not one single custodian.

The WAITI Committee has in principle agreed to exploring how WAITI can collaborate with AUSIT on a model that suits the WA conditions, but that is nationally applicable. In Adelaide meanwhile, Auslan practitioners did not support NAATI implementing revalidation, but did not support AUSIT doing it either. WAITI felt that ASLIA would potentially be open to something developed and run by the associations together.

In Adelaide, the NAATI CEO stated that it is not possible to validate competency through continuing practice; it has to be done by test. Despite that statement, there is a tool that makes validation on the job possible; workplace assessment and Competency Based Assessment. If competencies are integrated with a project for monitoring currency of practice and accountability, all that is needed to complete the alternative practitioner proposal is a testing system that works.

The final conclusion: The associations should form a joint federated body and OMI agreed that it would be something anyone would recommend. The essence of the conclusion reached was: 'cooperation between the associations at a Federal level'. The WA Member's Representative, either directly, or through the Minister, undertook to support the professional associations' position, but made it clear that AUSIT needed to take the same message to the Member's Representatives in other states to ensure WA was not seen as a solitary dissenting voice.

Footnote: *WAITI has received no further advice from AUSIT in relation to formal follow-through on the WA meeting, other than that an AUSIT representative met with the Victorian Member's Representative, and a presentation was to be made by AUSIT to the NAATI Board on May 24. The report from the Senate Estimates hearing in this newsletter demonstrates that Dr De Mel's counterparts either failed to hear, or were unconvinced by the agreed practitioner message.*



WAITI Membership Benefits 2006/07

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<p>Fellow / Member Membership fee (2 yr discount): Member \$60 (\$110); Fellow \$65 (\$120) Full voting rights Listing in website directory Access to WAITI e-bulletin CD-ROM Member's Kit Member discounts Invitations to events Quarterly printed newsletter</p>	<p>Student Member Membership fee: \$15 (\$20) (Only available to unaccredited persons enrolled in an Award Course) Right to vote for a student representative on the committee Student discounts Invitations to events Quarterly newsletter</p>
<p>Associate Member Membership fee: \$50 (\$90) Full voting rights Listing in website directory (only available to Paraprofessional accredited Associates) Access to WAITI e-bulletin CD-ROM Member's Kit Member discounts Invitations to events Quarterly printed newsletter</p>	<p>Life Member Membership fee: NIL <u>NAATI accredited:</u> as per Fellow / Member / Associate Member, in line with accreditation <u>Non-accredited:</u> Acknowledgment on website Access to WAITI e-bulletin Member discounts Invitations to events Quarterly newsletter</p>
<p>Country Member Membership fee: \$30 (\$50) <u>NAATI accredited:</u> Full voting rights Listing in website directory Access to WAITI e-bulletin CD-ROM Member's Kit Member discounts Invitations to events Quarterly printed newsletter <u>Non-accredited:</u> See Honorary / Corporate / Social Member (as applicable)</p>	<p>Honorary Member Membership fee: NIL Acknowledgment on website Invitations to events Quarterly newsletter</p> <hr/> <p>Corporate Member Membership fee: \$110 (\$200) and Social Member Membership fee: \$25 (\$40) Invitations to events Quarterly newsletter</p>