

Employment conditions

Some possible solutions

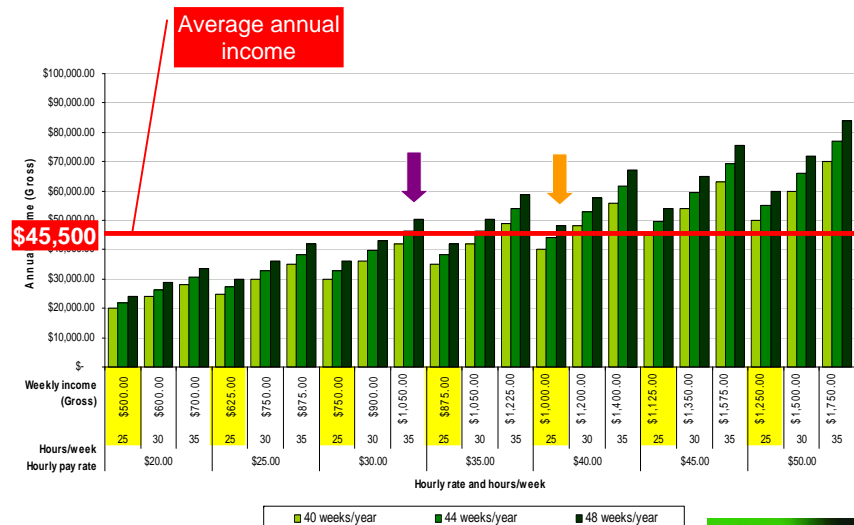


Work conditions – key issues

- **Cost of interpreting**
 - Competing needs: agency, consumer, interpreter
- **Interpreter remuneration**
 - Fee structure, cost of living, skills / experience / training / education / level of accreditation, unregulated market!!
- **Minimum booking period**
 - 1 hr, 2 hrs, travel time
- **Interpreting teams**
 - Setting, selection, training, additional costs, OH&S, DRIs
- **Conditions for specific settings**
 - Education, legal, conference, Deafblind, relay



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What the graph tells us...

- **Interpreters must work beyond recommended 25 hrs/wk to reach basic wage:**
 - 35 hrs/wk, \$30/hr for 44wks/yr - \$46,200
 - 35 hrs/wk, \$30/hr for 48wks/yr - \$50,400
 - 25 hrs/wk, \$40/hr for 48wks/yr - \$48,000
- **Increased risk of OOS injuries in order to reach basic wage**
- **Wide variance in hourly rates**
 - Location, agency, area of employment (e.g. primary education vs tertiary)



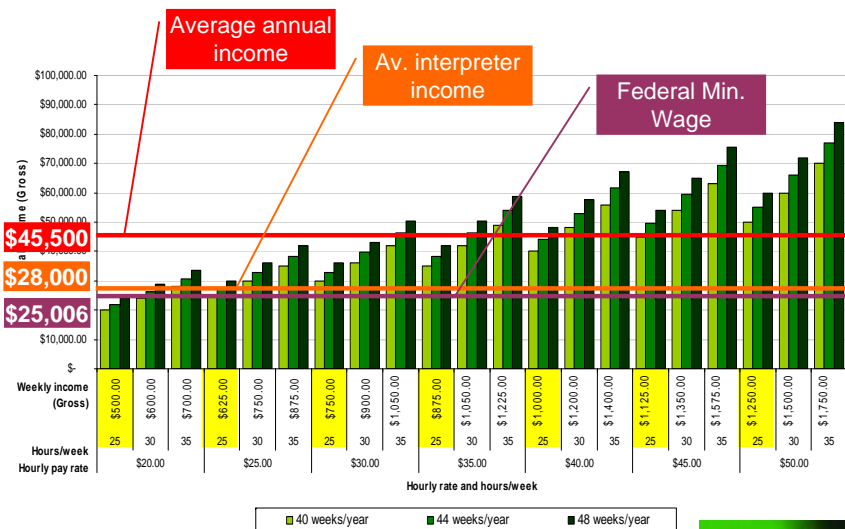
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Short-comings of the graph

- Inconsistent work hours – seasonal work means likely to work 40 / 44 wks/year
- Days unable to work: sick days, days off to look after children, cancellations beyond 24/hrs, etc.
- \$50/hr rate usually only for freelance work – less common than agency work
- No fringe benefits: salary-sacrifice/packaging, annual bonuses, penalty rates
- Annual wage indexing is inconsistent



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Other issues

- No incentive for interpreters to gain higher education or for those with higher qualifications to remain in the profession.
- Inconsistent minimum booking time and payment for travel time
- Inconsistent work conditions, e.g. duration of assignment before team interpreter is required
- Some sectors reluctant to provide team interpreter, e.g. TAFE, school education



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Possible solutions

- Recommended fee structure range – factoring in: education, qualifications, training, experience, demands of job
 - E.g. SASLI: Service providers (interpreters & agencies, Service purchasers (consumers)
- Education about appropriate work conditions for consumers and practitioners



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References

SASLI – guide for service providers:

<http://www.sasli.org.uk/documents/fees%20framework/Fees%20Framework%20Providers.pdf>

SASLI – guide for service purchasers:

<http://www.sasli.org.uk/documents/fees%20framework/Fees%20Framework%20Purchasers.pdf>

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