**SLIS Consultation Paper 24 January 2018**

**Development of a National Voluntary Register of sign language interpreters**

**Responses welcome to** **john.stewart@slis.ie**

**Background**
The lack of availability of sign language interpreters creates significant barriers to the participation of Deaf people in Irish society and to the provision of inclusive and equitable public services, despite national policies and current Equality and Disability legislation. This is reflected in four current policy developments.

* The Oireachtas[[1]](#footnote-1) identified “systematic exclusion” and “extreme marginalisation due to the lack of sign language recognition and provision” (October 2016).
* The Irish Sign Language (ISL) Act 2017 includes recognition of ISL, statutory entitlement to ISL interpreting for public bodies, support for interpreting in social and cultural contexts, use of remote web based interpreting, and regulation of sign language interpreters.
The Act places a duty on public bodies to provide free ISL interpreting and requires them to use only interpreters registered under a scheme to be established (see below).
* The National Disability Inclusion Strategy (NDIS) 2017-2021 is resourcing SLIS to
	+ Expand IRIS, the Irish Remote Interpreting Service,
	+ Develop a strategy to increase availability of quality interpreting,
	+ Develop a quality assurance and registration scheme for interpreters and
	+ Provide ongoing professional training of interpreters.
* The United Nations Convention on the Rights of People with Disabilities is overdue for ratification. Five articles specifically relate to Sign Language and the Deaf community including Articles 2, 9, 21, 24 and 30.

Sign Language Interpreting Service (SLIS) was established in 2007 supported by the Citizens Information Board (CIB) to develop and deliver interpreting services to Ireland’s Deaf community and to service providers, including public services. SLIS has maintained a voluntary register of interpreters since 2007 – and previously as Irish Signlink. Currently, there are 78 interpreters registered with SLIS. Entry criteria for this voluntary register denote qualifications, experience, expertise and relevant life-skills (see appendix 2).

SLIS is now tasked to put a quality-assurance and registration scheme for interpreters in place. Funding is provided by the Department of Employment Affairs and Social Protection, based on a business case agreed with the NDIS. This paper sets out how SLIS will develop this scheme as aNational Voluntary Register of sign language interpreters.

**Context**

The development of an Irish register of sign language interpreters is guided by national practice and culture, as well as learning from international regulatory practice, registers and research.

In 2016, SLIS commissioned *A Review of Literature and International Practice on National and Voluntary Registers for Sign Language Interpreters,* (Trinity College Dublin, SLIS, March 2017)[[2]](#footnote-2). Led by Professor Lorraine Leeson, the report concluded that significant work is required to strengthen the regulation of Sign Language interpreters in Ireland, and sets out 11 recommendations (see appendix 1) and a skeleton framework for development of a national voluntary register, based on the latest research and evidence base and on international practice.

Professor Lorraine Leeson defines the term ‘regulation’ to mean “requirements that are put in place to police participation in the field of interpreting, …or by introducing requirements to be a member of a register, be that voluntary or statutory”.

Voluntary registers are seen as official lists of professionals who agree to be bound by a set of regulations, such as the voluntary registers of sign language interpreters operating in Australia, Canada and the UK.

There is a strong consensus within the Deaf community, Deaf organisations and interpreters that a statutory register is required. Provision for a statutory register was included in earlier drafts of the ISL Act 2017, but not included in the act itself, as legislators decided to progress a national voluntary register under the NDIS and to include a legislative reference to this scheme in the Act.

Good examples of statutory registers are those held by CORU. CORU is one of Ireland’s health regulators. Their role is to protect the public by promoting high standards of professional conduct, education, training and competence through statutory registration of health and social care professionals listed in the Health and Social Care Professionals Act 2005. CORU maintains a statutory register for these professions including Dietitians, Occupational Therapists, Speech and Language Therapists and Social Workers.

SLIS has considered the Better Regulation agenda of the EU[[3]](#footnote-3) and the overarching policy recommendations of the OECD[[4]](#footnote-4) . Our thinking is particularly informed by the operating principles promoted by the Professional Standards Authority (UK) that have emerged from the school of thought known as Right-touch regulation[[5]](#footnote-5). This is a common basis for regulation across all sectors of society in the UK, and includes the principles underlying regulation as being Balanced, Consistent, Targeted, Transparent, Accountable and Agile[[6]](#footnote-6).

While the above research was particularly informed by statutory regulation, the Australian experience of rethinking regulation in the human services sector[[7]](#footnote-7) emphasises a need to move away from coercive regulation towards a culture that is person centred and that empowers providers to manage risks, thereby addressing market failures. This approach recommends strong links to the market being regulated, use of appropriate responses or tools[[8]](#footnote-8) and a clear evaluation framework that assesses against principles and against stakeholder groups. This suggests in our case consultation and collaboration in the design of the register with the Deaf community, interpreters and service providers as well as decision makers in public services.

Current good practice in regulation indicates “Regulation should be focused on achievable outcomes, based on a sensible set of shared values and principles, and with a reasonable way of evaluating effects and impact”[[9]](#footnote-9).

**Key texts**

*A Review of Literature and International Practice on National and Voluntary Registers for Sign Language Interpreters* (TCD/SLIS 2017)

*Information provision and access to public and social services for the Deaf Community*, (CIB, 2018) *Report on the Formal Recognition of Irish Sign Language* (Oireachtas, 2016)

ISL Act 2017

The National Disability Inclusion Strategy 2017-2021
*Unleashing value: rethinking regulation in the human services sector (2016)*

*Rethinking regulation (2015)
Regulation rethought (2016)*

**Sign Language Interpreting in Ireland**

**Current Supply:** While 120 sign language interpreters have been trained from 1992 to present[[10]](#footnote-10), SLIS estimate there were 80 sign language interpreters working in Ireland in 2017. Research indicates that less than half of current interpreters are full time (44%), with 22% working less than 1 day per week on average[[11]](#footnote-11). Trinity College Dublin trains interpreters and states “The Centre for Deaf Studies has no doubt that there is a skills shortage…with the cycle of demand significantly outstripping supply”.[[12]](#footnote-12)  SLIS estimate current availability amounts to about 12,000 sign language interpreter days per year.

**Current Demand:** While there has been little investment in research, supply is clearly inadequate to meet the current demands of public and other service providers and those of the Deaf community.

* The Dáil (10/11/16) recognised “extreme marginalisation due to the lack of sign language recognition and provision”.
* Research by the Citizens Information Board[[13]](#footnote-13) finds “The shortage of trained ISL interpreters has been and remains one of the key obstacles to the achievement of the Deaf Community’s right to equal access to information and public services.” The report recommends urgent action by policy makers to give **“immediate priority to developing measures to increase the supply of interpreters.”**
* In 2017, SLIS received 1,675 requests for support in finding suitable interpreters – a 20% increase on 2016, and the highest numbers recorded since 2011. SLIS were able to match interpreters to jobs for 57% of these requests. Lack of interpreters is a major factor in not meeting requests from the Deaf community and service providers.
* The demand for the Irish Remote Interpreting Service exceeds current capacity[[14]](#footnote-14).
* The Irish Deaf Society identified the severe shortage of sign language interpreters and the impact on social and economic inclusion of Deaf people and their employment[[15]](#footnote-15).

**Future Demand:** While demand is increasing as Deaf people become more assertive about their existing rights and entitlements, policy developments point to an imminent step change in entitlements of Deaf ISL users to, and the demand for, sign language interpreting.

The Irish Sign Language (ISL) Act 2017 has provisions for statutory entitlements to interpreting and access to all public services. It also includes provision for interpreting for social, cultural and private contexts. The National Disability Inclusion Strategy 2017-2021 has prioritised actions to address enhanced communications for Deaf people to public services, adding to future demand.

**Future Supply:** The training and qualification pathway into the profession is too narrow. There is an average of 4 new entrants to interpreter practice per year (2014-2018 estimates). This will marginally increase capacity or merely replace those leaving the field.

The use of new technology to provide online remote Sign Language interpreting is cost effective, efficient and eliminates travel requirements thereby increasing interpreter time on task. Remote interpreting services can contribute to enhanced availability of interpreting in certain contexts. This may be particularly attractive to public services in light of emerging demand and legislation.

Development of regulations to support sign language interpreting, such as a national voluntary register, should address the current skill shortage and work to ensure that quality sign language interpreting is increasingly available to Deaf citizens and service providers.

**The ISL Act 2017**

Section 7 instructs public bodies that they shall not engage sign language interpreters
“unless the person’s competence has been verified by having been accredited in accordance with an accreditation scheme funded by the Minister for Employment Affairs and Social Protection.”

Section 3.1 places a “duty on all public bodies to provide Irish Sign Language users with free interpretation when availing of or seeking to access statutory entitlements and services”.

Section 6.4 states that “Provision of or availing of a remote, web-based service shall, if the Irish Sign Language user consents, be sufficient to meet the obligations of a public body under this section”

* It is expected that the passing of the Act and the commitments included will increase awareness and provision of interpreting, leading to a higher demand for services.

**Expected Benefits of registration for Interpreters.**

Being a registered interpreter will confer certain benefits including:

* Being on the register will allow interpreters to work for public bodies as in the ISL Act 2017.
* Being on the register will be a public demonstration of an interpreter’s commitment to quality.
* Being on the register is expected to increase levels of trust in interpreters and their services.

While the Act only requires public bodies to use registered interpreters, it is expected that other services will increasingly adopt this standard. However, it is not a legislative requirement for other services, and interpreters not on the register can continue to work for such services.

**Development of a Framework.**

In 2016, SLIS consulted with key stakeholders on the development of a national register of sign language interpreters, including the SLIS board, the Citizens Information Board (CIB) and the Deaf community. Draft entry criteria were discussed with the Council for Irish Sign Language Interpreters (CISLI) and Trinity College Dublin Centre for Deaf Studies (TCD CDS). SLIS then published “*A Review of Literature and International Practice on National and Voluntary Registers for Sign Language Interpreters”* (TCD CDS, SLIS, March 2017)[[16]](#footnote-16).

In 2017 SLIS continued consultation with stakeholders[[17]](#footnote-17) and is also informed by debates in the development of the NDIS and the ISL Act. The scheme as set out below was also informed by meetings and consultations with a range of stakeholders including the Deaf organisations involved in the Irish Sign Language Recognition Group, led by the Irish Deaf Society, and government officials, particularly around discussions of the ISL Act 2017, and the NDIS. Earlier drafts of this paper were discussed with Irish Deaf Society, CISLI, Trinity College Dublin, Deafhear.ie, interpreters and agencies, as well as a range of other interests.

The key stakeholders of the Deaf community, academics and practitioners generally support the framework outlined, although some concerns were expressed.

Feedback indicates that the appeal and complaints process needs further detail or development. The consultations also raised fears about requiring membership of external groups or professional associations as an entry standard. This could create unintended barriers as a pre requisite to entry on the register, such as cost, or having to meet a different and potentially narrower set of entry standards. The efficacy of Garda Vetting was questioned in relation to having this as a retention or entry standard. A safe government data record network is needed to store data from the register. Other concerns raised about implementation included the impact on the availability of interpreters, including on interpreters outside Dublin, as well as the administration and implementation workloads involved.

In the absence of a statutory register, SLIS propose developing a robust voluntary National Register, to support quality improvement in sign language interpreting, based on the 11 recommendations in the report. The proposed national register would not preclude a statutory register should one be enacted. The scheme includes a Registration Evaluation and Assessment and Panel and a mediation process if and where required. To support independence, SLIS would not sit on the Panel. Instead, SLIS will act as a secretariat to the Panel, developing and administering the register, according to the findings of the Panel, as well as devising a quality assurance process and supports.

Purposes of the register are:

* To protect consumers of interpreting, primarily the Deaf community and service providers through a standards based registration process for sign language interpreters.
* To enhance social inclusion and access for Deaf sign language users, particularly to public and social services, so they can exercise their rights and entitlements.
* To support professional interpreters and other stakeholders to achieve standards set out.
* To foster the quality, and support the availability, of sign language interpreting in Ireland.
* To support service providers, particularly public services, facilitating the use of sign language interpreting services so that they can better fulfil their missions and serve Deaf sign language users.

In developing a non-statutory register of sign language interpreters in Ireland, SLIS will:

* design it to protect the Deaf community and service users, as consumers of interpreting;
* support professional interpreters and other stakeholders to achieve the standards set out;
* involve, and continue to consult with, the key stakeholders.

We also propose a set of principles, values and outcomes to guide development and practice.

This paper will be further developed as a result of ongoing consultations. A final paper will be published and disseminated to key stakeholders to guide implementation in 2018.

**Values**

The SLIS mission is to ensure Deaf people can participate in Irish society as full and equal citizens by promoting, advocating and ensuring the availability of quality interpretation services to Deaf people in Ireland.

* The register will support social inclusion and access for Deaf sign language users, particularly to public and social services, so they can exercise their rights and entitlements.
* The register will support the quality of sign language interpreting in Ireland.
* The register will support the availability of sign language interpreting in Ireland.
* The register will support service providers, particularly public services, facilitating the use of sign language interpreting services so that they can better fulfil their missions and serve Deaf sign language users.
* The register will strive to do no harm.

**Principles**

SLIS will build the register on best practice and uphold a set of principles based on latest evidence and thought. SLIS proposes the following set of principles, which will be considered by the consultation process and then by the Registration Board.

* Balanced: actions will be appropriate to the risks posed and costs identified.
* Accountable: the register will be based on rational and sound decisions.
* Fair: rules and standards will be implemented fairly.
* Focused: regulation will focus on the problem, and minimise side effects.
* Agile: the register must be able to look forward and adapt to and anticipate change.
* Transparent: regulations and processes will be open and user friendly
* Embedded: the register will take account of the Irish context and the Deaf community and other customers it serves.

 **Outcomes**

The following outcomes will be the focus of development for the register.

1. Processes are clearly articulated in the public domain
2. Establish a voluntary National register of Sign Language Interpreters
3. Establish an independent Registration Evaluation and Assessment Board
4. Publish a Set of standards, with entry and retention criteria, for entry of interpreters,
5. Grand-father in individuals who are currently on the SLIS list of recognized interpreters
6. Facilitate the training and qualifications of Deaf interpreters and Deafblind interpreters
7. Promote training to underpin high standards of interpreting practice.
8. Develop guidelines for Continuing Professional Development to be recognised by the Board for entry and/or retention purposes.
9. Develop a robust ‘Appeals and Complaints process’, with a mediation processes when required.
10. Evaluate the development and operation of the register, at least every three years.

**Values, Principles and Outcomes
for a national register of sign language interpreters**

**A quality assurance and Registration Scheme for sign language interpreters.**

The proposed National Register follows the recommendations of the 2017 TCD CDS / SLIS report, and is informed by the consultation processes to date. The proposal below is based on a continuous quality improvement model. It should meet the requirements of the ISL Act 2017.

SLIS will

* Establish a Registration Evaluation and Assessment Panel with expertise from the Deaf community, interpreter / practitioners, and service users.
	+ This panel could include Deaf and public service users of interpreting services, and key stakeholders such as Irish Deaf Society, TCD CDS, Council of Irish Sign Language Interpreters, an interpreting agency, and other national or international experts.
	An expression of interest call for inclusion in the panel will be made.
	+ SLIS would service the Panel and develop, maintain and administer the register, in line with the findings of the Panel, as well as implementing a quality assurance process and supports, to include research and consultation.
* Develop terms of reference for the Registration Evaluation and Assessment Panel to include:
	+ Reviewing and setting entry standards and retention standards.
	+ Monitoring development of the new voluntary register and quality assurance initiatives.
	+ Establishing and maintaining this Register of sign language interpreters.
	+ Setting annual fees for entry to – and / or retention on - the register.
	+ Approving education and training programmes relevant for entry to the Register.
	+ Agreeing the code of professional conduct and ethics.
	+ Setting the requirements for continuing professional development.
	+ To advise on policy for dealing with applicants (a) wishing to return to practise; (b) with historical qualifications (c) who wish to voluntarily withdraw from the register; and (d) inclusion of applicants with qualifications gained outside the State.
* Establish a national voluntary register of interpreters in 2019, with a degree-level qualification or equivalent as the desired standard required for new entrants to the register. The entry or retention standards should also require
	+ A defined level of Continuing Professional Development
	+ Evidence of work practice as an interpreter
* The Registration Panel may set further entry or retention requirements over time without creating a significant barrier to entry to the profession, such as
	+ Evidence of Garda vetting and professional indemnity insurance.
	+ Membership of a professional association of interpreters (e.g. CISLI, ITIA, efsli, WFSLI etc.).
* To take account of current working interpreters, and in recognition of the skills shortage that exists, it is proposed the register should “grand-father in” individuals who are currently on the SLIS list of recognized interpreters. The Panel may set a limit on this grandfather rule for new entrants to the register (e.g. 2 years).
* A Promotional Programme should be developed and targeted at the Deaf community, practitioners and at Public and other services.
* Publish processes in the public domain.
* Set up and administer an appeals and complaints process.
* Facilitate a quality assurance process including
	+ Research and Development – A Code of Practice, A code of practice for Deaf relay interpreters, Guidelines for service providers, Guidelines for different contexts for interpreting and Evaluations of the scheme.
	+ A coherent approach to risk assessment.
	+ An annual programme of Continuous Professional Development supports (to include a national forum of practitioners, supports and accredited training).
	+ Development of specific panels of sign language interpreters (e.g. for medical and legal contexts based on continuing professional development and training for interpreting in high skill and complex settings).

Table 1: Proposed Skeleton for Registration of Interpreters in Ireland

| **Category** | **Entry Standard** | **Retention standard** |
| --- | --- | --- |
| **Trained candidates / those previously registered or assessed with SLIS** | *Complete an accredited Initial Education Programme (IEP)* ***or equivalent****, to include** Bachelor in Deaf Studies (Interpreting) – Trinity College Dublin
* NVQ Level 6 (Signature)
* MA in Interpreting Studies (Queens University Belfast)

*Or* *Have successfully completed one of the SLIS assessment processes.* | Maintain membership of interpreting association.Provide evidence of work practice (12 assignments or 12 hours per year over a three-year period (36 assignments or 36 hours in total)Complete CPD (30 hours of CPD over a three-year period)Maintain indemnity insurance.Provide updated Garda Vetting documentation on request. |
| **Deaf Interpreters/ Deafblind Interpreters** | * 1. *Complete a recognised accredited Initial Education Programme (IEP)*

 *OR* * 1. *Complete training and assessment recommended by the independent registration board and arranged by SLIS.*
 | *As Above* |
| **Pre-Registration Requirements**  | * Garda Vetting
* Membership of a professional interpreting association
* Professional Indemnity Insurance
 |  |

(Adapted from *A Review of Literature and International Practice on National and Voluntary Registers for Sign Language Interpreters* – See Table Page 92)

**Implementation timeline - Subject to funding received.**

|  |  |  |  |
| --- | --- | --- | --- |
| Action | Time | steps | Panel meeting  |
| Draft process and criteria | 2018 | Research and consult on regulations and criteria and processes. Open meetings with Deaf community and interpreters.Publish draft processes on the web. |  |
| Recruit a Quality Assurance officer | 2018 | Public recruitment process |  |
| Expressions of Interest to serve on the Panel | 2018 | Open process |  |
| Nominations for the Registration Evaluation and Assessment Panel | 2018 | Set up Panel and invite members to first meeting |  |
| Establish a pre-registration list | 2018 | Finalise processes and criteriaPublish a pre-registration list | 1 |
| Develop 2018 Annual CPD programme | 2018 | Consult with TCD CDS and CISLIArrange an annual conference or national forum for interpreters. | 1 |
| Review and publish A Code of Practice | 2018 | Approval by the Panel | 2 |
| Develop and publish Guidelines for service providers in use of interpreters | 2018 | Approval by the Panel | 2 |
| Appeals for the pre- registration list | 2018 | Based on published process | 2 |
| Publish a (provisional) registration list | 2019 | Publish provisional list | 2 |
| Develop Guidelines for service providers for remote interpreting | 2019 | Approval by the Panel | 3 |
| Develop Annual CPD programme | 2019 | Consult with TCD CDS and CISLI | 3 |
| Develop A code of practice for Deaf relay interpreters | 2019 | Approval by the Panel | 3 |
| Promotion plan | 2019 | To the Deaf community, practitioners and to Public and other services | 3 |
| Publish a registration list | 1/12/2019 | Publish list | 3 |
| Appeals | 2020 | Based on published process | 4 |
| Evaluation of the scheme.  | 2020 | Publish tender CommissionPublish in 2020 | 4 |

**Appendix 1**

Recommendations from *A Review of Literature and International Practice on National and Voluntary Registers for Sign Language Interpreters,* (Trinity College Dublin, SLIS, March 2017)[[18]](#footnote-18).

1. Establish a voluntary register of interpreters, which will allow for automatic registration of candidates who hold a recognized ISL/English interpreting qualification from an accredited body whose training meets the required competency thresholds for practice. We suggest that the European Forum of Sign Language Interpreters (2013a) Learning Outcomes be adopted in this regard. Other documents that should be referenced include the UK’s CILT Occupational Standards (2011), the Common European Framework of Reference for Languages (2001) and Sign Languages and the Common European Framework of Reference for Languages (Leeson et al. 2016)[[19]](#footnote-19). Following from international best practice, we propose that a degree-level qualification or equivalent be the minimum standard required for any new entrants to the register.
2. Grand-father in individuals who are currently on the SLIS list of recognized interpreters and those who hold a Diploma level qualification (Level 7) in Irish Sign Language/English interpreting. We suggest that there should be a cut-off point applied for registering on this basis, e.g. candidates with these credentials must register within 24 months of the voluntary register being established. Candidates registered in this manner should be obligated to complete CPD and meet other criteria for continued membership of the register as candidates admitted via a recognized IEP.
3. Facilitate the training and criterion-referenced testing of Deaf interpreters and Deafblind interpreters who wish to work between two sign languages for candidates who have not had access to an accredited IEP. (We suggest that the NAATI descriptor of what constitutes a DI be adopted). We advise that testing be driven by international best practice (e.g. see Angelelli and Jacobson, eds. 2009, Hale 2012). Candidates registered in this manner should be obligated to complete CPD and meet other criteria for continued membership of the register as candidates admitted via a recognized IEP. It is recommended that a review of the requirements for registration in this category take place after 5 years to evaluate whether a move towards a requirement for completion of an IEP will be feasible.
4. We advise that the voluntary register be administered by SLIS, but that the decision-making relating to the entry criteria for registration and process review rest with an impartial Registration Assessment and Evaluation Board, following moves that have seen separation of registration evaluation processes from the body that holds the register in other jurisdictions (e.g. USA, UK). This entity should comprise representation from key stakeholders: Deaf community, CISLI, interpreter educators, agencies, along with, we suggest, an independent party, perhaps derived from a practice profession that has an established register, be that voluntary or statutory in nature. We also advise that independent experts be drafted in as required.
5. We recommend that Continuing Professional Development be mandated. We advise that a CPD cycle of 3 years be considered, with maternity/paternity leave built into a cycle as required. All certified interpreters should be obligated to complete CPD. We suggest that interpreters be required to complete and document a minimum of 30 hours of CPD over a three-year period. We also strongly recommend that guidelines be drawn up regarding the kinds of CPD that will be validated. We suggest that protocols established be reviewed regularly.
6. We recommend that in addition to a CPD requirement, that registered interpreters be required to provide evidence of work practice as an interpreter. We would suggest that the requirement be in the region of demonstrating an average of 12 assignments or 12 hours per year over a three-year period (36 assignments or minimally, 36 hours in total) for interpreting accreditations. An assignment is any job ranging in time from less than one hour up to a day).
7. All candidates for registration should be required to be Garda vetted and provide evidence that they hold indemnity insurance. It is also recommended that candidates demonstrate that they are in good standing as member of a professional association of interpreters (e.g. CISLI, ITIA, ASLI, efsli, WASLI, AIIC, etc.).
8. We recommend that the independent Registration, Assessment and Evaluation Board ensures that processes are clearly articulated in the public domain (e.g. on a website) in both ISL and English.
9. It is recommended that a robust “Concerns and Complaints” process be established, with mediation processes implemented. Such mediation should be independent from the Registration, Assessment and Evaluation Board. We suggest that the NRCPD’s process is a good model for consideration.
10. We advise that the impact of registration be documented quantitatively and qualitatively, and analysed, with anonymized data published. This will facilitate the benchmarking of impact from an empirical standpoint, something that we have seen is sorely missing internationally (UKCES 2011).
11. We note that SLIS is a member of the ISL Recognition Group and is well placed to engage in discussion with key policy makers regarding any reference to (and potential increased regulation of) sign language interpreting as part of moves towards legislating for ISL.

Appendix 2

**Current Process for registering with SLIS**

There are 78 interpreters registered with SLIS. Entry criteria for this voluntary register currently denote qualifications, experience, expertise and relevant life-skills.

1. Apply identifying your contact details, availability and relevant data to include:

* qualifications,
* experience,
* expertise and
* relevant life-skills.

2. You must have successfully completed one of the SLIS assessment processes for Irish Sign Language / English Interpreters or hold one of these qualifications **or equivalent.**

* Bachelor Degree in Deaf Studies – ISL interpreter pathway BASTSU (Level 7[[20]](#footnote-20) or 8)
Trinity College Dublin, Centre for Deaf Studies.
<https://www.tcd.ie/slscs/undergraduate/deaf-studies-bachelor/>

3. Agree to

* Abide by the SLIS Code of Conduct
* Cooperate with the SLIS complaints procedure

4. Provide 2 referees and attend an interview with SLIS

It is recommended that applicants have Garda Vetting, adequate professional insurance and up-to-date tax clearance.

Note: Holders of the following set of qualifications may be considered as holding an equivalent qualification following interview.

* [Signature Level 6 NVQ Diploma in Sign Language Interpreting](http://www.signature.org.uk/sign-language-interpreting) (ISL language) AND
Signature Level 6 NVQ Certificate in Irish Sign Language (QQI Level 8 equivalent)
* Queen's University Belfast MA in Interpreting (ISL language) (Level 9 equivalent)
<http://www.qub.ac.uk/schools/SchoolofModernLanguages/Postgraduates/MAProgrammes/InterpretingTranslation/Interpreting/>
1. The Houses of the Oireachtas Joint Committee on Justice and Equality Report on the Formal Recognition of Irish Sign Language, Government Publications: October 2016. [↑](#footnote-ref-1)
2. <http://www.citizensinformationboard.ie/downloads/social_policy/SLIS_TCD_Review_of_National_Registers_of_Sign_Language_Interpreters_March_2017.pdf>

<http://www.citizensinformationboard.ie/downloads/social_policy/SLIS_TCD_Review_of_National_Registers_of_Sign_Language_Interpreters_March_2017.docx> [↑](#footnote-ref-2)
3. <https://ec.europa.eu/info/law/law-making-process/better-regulation-why-and-how_en> (Accessed: 4 September 2017) [↑](#footnote-ref-3)
4. OECD (2012) Recommendation of the council on regulatory policy and governance. [Online] Available at: <http://www.oecd.org/governance/regulatory-policy/49990817.pdf> (Accessed 5 September 2017) [↑](#footnote-ref-4)
5. Professional Standards Authority (2015) Rethinking regulation
See also: Better Regulation Executive (2003) Five principles of good regulation. [Online] Available at: [http://webarchive.nationalarchives.gov.uk/20100407162704/http:/archive.cabinetoffice.gov.uk/brc/upload/assets/www.brc.gov.uk/principlesleaflet.pdf](http://webarchive.nationalarchives.gov.uk/20100407162704/http%3A/archive.cabinetoffice.gov.uk/brc/upload/assets/www.brc.gov.uk/principlesleaflet.pdf) (Accessed: 28 August 2017)

See also Professional Standards Authority (2016) Regulation Rethought [Online] Available at: <http://www.professionalstandards.org.uk/docs/default-source/publications/thought-paper/regulation-rethought.pdf?sfvrsn=14> (Accessed: 4 September 2017) [↑](#footnote-ref-5)
6. “Agility in regulation means looking forward to anticipate change rather than looking back to prevent the last crisis from happening again…. At the same time, an agile regulator would not react to everything as changes may occur which do not need a regulatory response.” [↑](#footnote-ref-6)
7. KPMG (2016) *Unleashing value: rethinking regulation in the human services sector* [Online] Available at:

<https://assets.kpmg.com/content/dam/kpmg/au/pdf/2014/rethinking-regulation-human-services-sector.pdf> (Accessed: 28 August 2017) [↑](#footnote-ref-7)
8. Ibid: The report outlines a range of potential tools e.g. Rewarding good behaviours, Public Information, Market-based Instruments, and government Funding and Contracting. [↑](#footnote-ref-8)
9. Professional Standards Authority (2015) *Rethinking regulation* [Online] Available at:
http:// [www.professionalstandards.org.uk/docs/defaultsource/publications/thought-paper/rethinkingregulation-2015.pdf?sfvrsn=6](http://www.professionalstandards.org.uk/docs/defaultsource/publications/thought-paper/rethinkingregulation-2015.pdf?sfvrsn=6) (Accessed: 28 August 2017) [↑](#footnote-ref-9)
10. There were 4 graduates in 2017, while in 2016 Leeson & Venturi identified 111 interpreters trained since 1992. See *A Review of Literature and International Practice on National and Voluntary Registers for Sign Language Interpreters*. Dublin: Sign Language Interpreting Service., March 2017 [↑](#footnote-ref-10)
11. Leonard C., *ISL / English Interpreter Income Survey Report,* CISLI November 2016 [↑](#footnote-ref-11)
12. Centre for Deaf Studies paper 2017 to Department of Education and Skills (16 February 2017) [↑](#footnote-ref-12)
13. Information provision and access to public and social services for the Deaf Community, (CIB, 2017) [↑](#footnote-ref-13)
14. Clarke, A., *Evaluation of IRIS- the Irish Remote Interpreting Service*, SLIS, June 2016 [↑](#footnote-ref-14)
15. Irish Deaf Society, *Working Paper on the ISL recognition* Dr. John Bosco Conama and Carmel Grehan, 2012. [↑](#footnote-ref-15)
16. <http://www.citizensinformationboard.ie/downloads/social_policy/SLIS_TCD_Review_of_National_Registers_of_Sign_Language_Interpreters_March_2017.pdf>

<http://www.citizensinformationboard.ie/downloads/social_policy/SLIS_TCD_Review_of_National_Registers_of_Sign_Language_Interpreters_March_2017.docx> [↑](#footnote-ref-16)
17. based on a previous draft of this consultation paper [↑](#footnote-ref-17)
18. <http://www.citizensinformationboard.ie/downloads/social_policy/SLIS_TCD_Review_of_National_Registers_of_Sign_Language_Interpreters_March_2017.pdf>

<http://www.citizensinformationboard.ie/downloads/social_policy/SLIS_TCD_Review_of_National_Registers_of_Sign_Language_Interpreters_March_2017.docx> [↑](#footnote-ref-18)
19. http://www.ecml.at/ECML-Programme/Programme2012-2015/ProSign/tabid/1752/Default.aspx [↑](#footnote-ref-19)
20. Includes the Trinity College CDS Diploma Course [↑](#footnote-ref-20)