



FIT EUROPE

REGIONAL CENTRE EUROPE OF THE

INTERNATIONAL FEDERATION OF TRANSLATORS

[info@fit-europe-rc.org](mailto:info@fit-europe-rc.org)

**CPD FACTSHEET – PEEMPIP (Greece)**

<b>Name of association</b>	<b>PEEMPIP</b> (Panhellenic Association of Professional Translators Graduates of the Ionian University)
<b>Founded in</b>	2005
<b>Country</b>	Greece
<b>Number of members</b>	375
<b>Translators, interpreters or both</b>	n/a
<b>Association has a CPD policy</b>	YES
<b>Is CPD a professional requirement provided for by law</b>	NO
<b>Brief description of CPD policy</b>	Multilevel CPD programme. Members must accumulate a total of 18 credits within 3 years. Credits are given based on a scoring system, per activity.
<b>Association organises CPD events</b>	YES
<b>Languages of CPD events</b>	All necessary, but mostly English and Greek.
<b>Type of events</b>	Face to face seminar/course, Webinar, Online course (1 or more parts), Translation/Interpreting-related, Technology - CAT tools/MT/Post editing, Technology - CAI tools/MI/remote interpreting, Other - business-related, advertising/marketing, Other - personal well-being.
<b>Units of measurement in CPD policy</b>	-
<b>Which units</b>	-
<b>How many and envisaged timeframe</b>	-
<b>Association offers record keeping</b>	YES
<b>Pros of CPD policy</b>	Setting up a team that handles CPD-related matters, from the programme fine-tuning to the evaluation of the documentation provided by members. Having a credit system that is based on activities groups, each group gives specific number of credits, and all that is based on the quality or quantity of each activity. Our system was based on ATA's CPD programme. Also, we did a pilot phase, first, for 2 years, to see what works and what doesn't, which we introduced to our members on a voluntary basis.
<b>Cons of CPD policy</b>	Making the programme mandatory (because of the number of opportunities members in Greece have to accumulate credits for the programme).
<b>Same rates as members for FIT associations</b>	Sometimes
<b>Mutual recognition of attendance</b>	YES
<b>Recognition of attendance at CPD events run by non-FIT third parties in the T&amp;I sector where CPD is relevant</b>	YES
<b>Recognition of attendance at CPD events run by third parties not in the T&amp;I sector where CPD is relevant</b>	YES
<b>Interested in collaborating with other FIT associations to deliver CPD events</b>	YES
<b>Interested in hearing other FIT associations' experience</b>	YES



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<p><b>Interested in identifying and exchanging best practices and how</b></p>	<p>YES</p> <p>Use various means such as newsletters, bulletins via FIT Europe, social media. This requires the commitment of all associations and the establishment of a coordinating/editorial team. Use a wiki, where all associations will have access and share their ongoing programs. This requires less administration, as long as associations are committed. It is necessary to create a list of CPD officers per association, to ensure that information is distributed properly to members, on time. This does not always happen when CPD news are sent to general/central addresses or the secretariats. Associations could be asked to share some of their guidelines and regulations. However, it seems that establishing a mini mentoring programme between the CPD officers might work better. This could even be for a few hours, just to go through the programme/methodology that the association seeking advice has developed, to check what is right and what is wrong, and possibly benefit from further ideas. It could also be a one off consultation, to establish/review the general framework already set. It should be pointed out that the precondition is for the larger associations to be willing to offer the information, since usually establishing these programmes takes a lot of effort, time and money. It should also be clear that associations do not ask to copy whole systems and programmes, rather to seek guidance as to whether they are on the right.</p>
<p><b>Harmonisation of CPD across Europe</b></p>	<p>This would be very difficult as the means and requirements in each country are very different, thus affecting the ability to establish and follow up these programmes in the long term or even convince professionals that they are necessary. There could be a general guideline/framework of dos and donts or best practices or scoring systems which is then adapted depending on the conditions prevalent in the country. As the working conditions in each country are different, it may not always be financially possible to follow such requirements. Furthermore, harmonization should not mean uniformity, e.g. having the same CPD points per year, but it should be adaptable to the country needs and means, as well as the membership requirements. E.g. some associations like ours have a university degree as a minimum requirement, and our programme revolves around the needs of this particular group of professionals. The easier solution would be for the mutual recognition of systems via declaration signed under the FIT Europe auspices. E.g. currently the CPD offered e.g. in Greece is recognised by other associations having such requirements to keep membership. But it is not an official practice, it still rests with the individual association.</p>
<p><b>CPD events that are "approved/certified" by FIT Europe</b></p>	<p>There are some questions to be answered first. Does this mean that everything needs to go through FIT Europe's approval? Does this involve money? How can smaller associations afford this? This could happen as long as this procedure does not put any obstacles on how associations function/organise for their needs and provided that this is not used as a means to bypass any (state) official requirements for CPD. Does this mean that all CPDs are audited before given a seal of</p>



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	approval? Is there going to be a yearly audit system, e.g. as for ISO certification?
<b>Two issues of particular concern</b>	Related to CPD: one issue is that each association in Greece has different standards of accepting members, e.g. some have stricter regulations than others, and CPD appears to level the field out irrespectively of background knowledge and skills. E.g. attending a CPD on linguistics cannot possibly be of same value to having a University degree in linguistics, and this professional would certainly not require one. However, how can this difference be communicated to a potential client, when CPD is used e.g. for advertising one's services? It is common knowledge that a lot of professionals choose easier and generic seminars just to get through the membership requirements without much effort. There is a risk of commercializing the CPD for translators/interpreters, both by associations and external providers (offering programs to cover the membership requirements/CPD). That would be a distortion of the CPD drive. This is why our association offers events and seminars for free.