



FIT EUROPE

REGIONAL CENTRE EUROPE OF THE

INTERNATIONAL FEDERATION OF TRANSLATORS

info@fit-europe-rc.org

CPD FACTSHEET – PEM (Greece)

Name of association	PEM (Panhellenic Association of Translators)
Founded in	1967
Country	Greece
Number of members	320
Translators, interpreters or both	240 translators, 80 interpreters, 1 terminologist
Association has a CPD policy	YES
Is CPD a professional requirement provided for by law	-
Brief description of CPD policy	PEM has a CPD programme in place but there is no written CPD Policy yet. Our Articles of Association mention that each member should prove that during the precious 3 years they have completed a total of at least 16 hours per year, on average. The CPD process is as follows: The CPD team selects the speakers, send them our Terms & Conditions and upon agreement we schedule the date and fees. Training then takes places via Zoom or live. Members should pay an extra amount to become "Sustaining members" and thus have the right to attend any or all of the training sessions. Attendees evaluate speakers at the end of each session.
Association organises CPD events	YES
Languages of CPD events	English, Greek
Type of events	Face to face seminar/course, Webinar, Translation/Interpreting-related, Technology - CAT tools/MT/Post editing, Technology - CAI tools/MI/remote interpreting, Other - business-related, advertising/marketing, Other - personal well-being, Other.
Units of measurement in CPD policy	-
Which units	-
How many and envisaged timeframe	-
Association offers record keeping	-
Pros of CPD policy	At the end of each training session, we give all attendees a link to a "Training Evaluation Form", which they can fill in anonymously. This way they can evaluate the speaker, the presentation, the learning outcomes, etc.
Cons of CPD policy	The first year we offered 22 training sessions, but there was no beginner, intermediate and advanced levels. Everyone could attend every session, which led to some complaints in the evaluation forms.
Same rates as members for FIT associations	NO
Mutual recognition of attendance	-
Recognition of attendance at CPD events run by non-FIT third parties in the T&I sector where CPD is relevant	-
Recognition of attendance at CPD events run by third parties not in the T&I sector where CPD is relevant	-
Interested in collaborating with other FIT associations to deliver CPD events	YES
Interested in hearing other FIT associations' experience	YES



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Interested in identifying and exchanging best practices and how	YES Have a newsletter with a section devoted to CPD which comes out say every 3 months, in which associations can share their best practices (how to identify/attract quality international speakers/how to prepare and use an evaluation form, for example). Sharing info via email is not going to work well. Alternatively have an online forum or integrate the forum into the website. Before we can do anything, we need to know what level each association is at in relation to CPD, so we would need to prepare a scale and classify the associations on that scale. Then once the scale is ready, older more advanced associations could be matched to beginners to encourage the exchange of know-how/ideas. The question is to find the level. This could be something like a CPD mentoring scheme. Members from Boards of associations new to CPD could participate in events of advanced associations. Person responsible for CPD could participate in the CPD planning done by the older association to get insight and learn how it is done. Or speakers from an association experienced in CPD could go to the less experienced associations, or that more experienced association could suggest potential speakers to the less experienced ones.
Harmonisation of CPD across Europe	Without having a clear picture of the level at which each association is at, it is not really possible to harmonise. You need to know who has a long tradition in CPD and who has not. once you have taken that initial step you can then begin to work towards harmonisation, or if not harmonisation then some common guidelines about what CPD should entail. Guidelines are definitely a good idea. Something like a common rulebook for CPD or common definition of CPD.
CPD events that are "approved/certified" by FIT Europe	Fit Europe should definitely be involved in preparing guidelines, identifying the prerequisites for CPD. A certification/approval scheme is a great idea.
Two issues of particular concern	-