



National  
Qualifications  
2022

## 2022 Spanish

### Reading and Translation

### Advanced Higher

### Finalised Marking Instructions

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## General marking principles for Advanced Higher Spanish Reading

*This information is provided to help you understand the general principles you must apply when marking candidate responses to questions in this paper. These principles must be read in conjunction with the detailed marking instructions, which identify the key features required in candidate responses.*

- (a) Marks for each candidate response must **always** be assigned in line with these general marking principles and the detailed marking instructions for this assessment.
- (b) Marking should always be positive. This means that, for each candidate response, marks are accumulated for the demonstration of relevant skills, knowledge and understanding: they are not deducted from a maximum on the basis of errors or omissions.
- (c) If a specific candidate response does not seem to be covered by either the principles or detailed marking instructions, and you are uncertain how to assess it, you must seek guidance from your team leader.
- (d) Award a mark to each answer. Marks are not transferable between questions.
- (e) The marks available in this paper are as follows:
  - (i) The first set of questions (worth 23 marks) in section 1 requires candidates to provide answers based on comprehension of information from the text. The marks available for each question generally range between 1-4 marks.
  - (ii) The last question in section 1 is the overall purpose question. For this question candidates must draw meaning from their overall understanding of the text. There is a maximum of 7 marks available for full reference to the text and detailed comment. Pegged marks of 5/3/1 are given for degrees of reference to the text and comment. 0 marks will be given where candidates show little or no inferential skills or understanding of the overall purpose of the text.
  - (iii) Section 2 is the translation question (worth 20 marks). For this question candidates must translate the underlined section of the text. The section for translation will be divided into 10 sense units. For each sense unit, 2, 1 or 0 marks will be awarded: 2 marks for a full translation, 1 for partial translation, and 0 for an unsuccessful attempt.
- (f) Credit should be given according to the accuracy and relevance of candidate's answers. Candidates may be awarded marks where the answer is accurate but expressed in their own words.

## Marking instructions for each question

### Section 1 - Reading

Question		Expected response(s)	Max mark	Additional guidance
				<b>Do not accept:</b>
1.		<ul style="list-style-type: none"> <li>• pay their worker(s)/workforce more than/above/over the average</li> <li>• share their profits/benefits with employees</li> <li>• reward them when things are going/go well</li> </ul>	3	<p>pay them more/over than half their salary pay them an average bonus  offer benefits share their success/rewards  award instead of reward when things are done well</p>
2.		<ul style="list-style-type: none"> <li>• you do not have to be a multinational (company) <b>to offer these</b></li> <li>• they impact/reflect positively on productivity</li> <li>• when you are happy/feel good in /with your job/work, it shows on your face/it is written all over your face</li> </ul>	3	<p>reverberate/rebound production  you can notice on your face/you can see it in the face</p>
3.	(a)	<ul style="list-style-type: none"> <li>• it improves your quality of life more than your bank (account) balance</li> </ul>	1	
	(b)	<ul style="list-style-type: none"> <li>• flexible work(ing) days/a flexible working day</li> <li>• training courses/course training</li> <li>• childcare/nursery discount/vouchers</li> <li>• (initiatives) to promote/encourage health <b>and</b> well-being</li> </ul> <p><b>Any 3 from 4</b></p>	3	<p>formation courses</p>

Question		Expected response(s)	Max mark	Additional guidance
				<b>Do not accept:</b>
4.	(a)	<ul style="list-style-type: none"> <li>• it gives opportunities to employees to train/study</li> <li>• (it give opportunities) to work in one/some of the <b>more than 150</b> countries where it is based/present/can be found.</li> </ul>	2	
	(b)	<ul style="list-style-type: none"> <li>• buying or renting a flat/an apartment</li> <li>• completing income/ tax returns</li> <li>• renewing ID card</li> </ul> <p><b>Any 2 from 3</b></p>	2	rent declaration
5.		<ul style="list-style-type: none"> <li>• they have given out (more than) 2.5 billion/2.500 million euros in bonuses to workers in last/recent 15 years</li> <li>• <b>last year/in the past year</b>, 98% of staff were paid extra money/pay/a bonus (according to length of service)</li> </ul>	2	shares  complementary salary
6.		<ul style="list-style-type: none"> <li>• generate a good atmosphere/environment/ambience</li> <li>• employees feel recognised/valued and rewarded/compensated</li> </ul>	2	
7.	(a)	<ul style="list-style-type: none"> <li>• it improves performance/efficiency in work</li> <li>• it reduces absenteeism/absences and accidents</li> </ul>	2	output
	(b)	<ul style="list-style-type: none"> <li>• because of ignorance/being unaware of its advantages</li> <li>• through lack of sensitivity from management</li> <li>• there are no (rigorous) studies to connect/link health programmes with (company) profits</li> </ul>	3	sensitivity any reference to “direction”

Question		Expected response(s)	Max mark	Additional guidance	
8.		<p><b>Overall purpose</b>  To highlight the shift in how companies recruit and reward their employees by providing bonuses and enhanced working conditions.</p> <p><b>Points made</b></p> <p><b>Possible answers</b></p> <p>Title is an instruction creating a competitive spirit amongst employers to ensure they are attracting the best employees.</p> <p>Makes a connection between the mutual benefits for both employer and employee.</p> <p>Provides examples of “emotional salary” to improve the quality of life for employees.</p> <p>Highlights what two different companies, KPMG and Mercadona do to enhance the employee experience.</p> <p>Makes a contrast between low pay and how employees can be enticed by a wide range of benefits in their working environment.</p> <p>Shows the impact these benefits have in the workplace eg being happy at work, opportunity for training, health-conscious workforce, and working in other countries.</p>	7	Pegged Marks	Criteria
				7 OR 5	The candidate provides a clear, concise and reflective answer, drawing inferences which are entirely appropriate, analytical and which demonstrate a sophisticated and accurate reading of the text. The answer clearly relates to the advice given in the Expected response(s) column, or any other equally appropriate response.
				3 OR 1	The candidate provides an answer which may contain some degree of misreading, but which offers evidence of appropriate inferencing skills. The candidate may, however, tend to supply information from the text with little attempt to draw inferences.
				0	The candidate’s answer simply provides information to be found in the text with no attempt to draw inferences.

Question		Expected response(s)	Max mark	Additional guidance
		<p>Suggests that the balance of power in the job market has moved in favour of the employee. They indicate that the onus is on companies to entice employees by offering them conditions over and above basic pay.</p> <p>Finishes on a note of caution by quoting Pedraza in that not all companies have embraced the “emotional salary” approach. There is work still to be done at a national level.</p> <p><b>Language / techniques used</b></p> <p><b>Possible answers</b></p> <p>The use of the verb “mimar” implies a nurturing relationship between employers and employees where the latter are rewarded if they perform well.</p> <p>The use of positive language to highlight the benefits of the “emotional salary” eg “una mejora en la calidad de vida”, “fomentar la salud y el bienestar en el ámbito laboral”.</p> <p>The use of experts, for example, a recruitment consultant, a Human Resources partner for KPMG and a university lecturer add credibility and reliability to the importance of companies adopting a reward-based approach.</p> <p>The use of statistics to substantiate the writer’s argument, eg 150 países - to indicate the large number of countries where you can work for KPMG. Más de 2,500 millones indicating the increase in bonuses provided by Mercadona. 98% de la plantilla which indicates the high number of staff being paid extra money.</p> <p>The use of lists to indicate the number and variety of initiatives or rewards available to employees eg lines 12-18.</p>		

## Section 2 - Translation

Question		Expected response(s)	Max mark	Additional guidance
9.		<p>Translate the underlined section into English (lines 15 - 19):</p> <p><i>No todo es el sueldo. ... porque es "política de empresa".</i></p>	20	<p>The translation into English is allocated 20 marks. The text for translation will be divided into a number of sense units. Each sense unit is worth 2 marks, which will be awarded according to the quality and accuracy of the translation into English. In assessing the candidate's performance, the descriptions detailed below will be used. Each sense unit will be awarded one of the marks shown.</p> <p><b>2 - Good:</b> Essential information and relevant details are understood and conveyed clearly and accurately, with appropriate use of English</p> <p><b>1 - Satisfactory:</b> Essential information is understood and conveyed clearly and comprehensibly, although some of the details may be translated in an imprecise or inaccurate manner. The key message is conveyed in spite of inaccuracies and weaknesses in the use of English</p> <p><b>0 - Unsatisfactory:</b> The candidate fails to demonstrate sufficient understanding of the essential information.</p>

Text	Good - 2	Satisfactory - 1	Unsatisfactory - 0
<u>Unit 1</u> <i>No todo es el sueldo.</i>	it's not all about the pay/salary salary/pay isn't everything	the wage/salary is not everything	not everything is a salary/the wage not everything is about a salary it's not the pay
<u>Unit 2</u> <i>A veces, una palmadita en la espalda,</i>	sometimes/occasionally, a (little) pat on the back	tap	shoulder
<u>Unit 3</u> <i>la opción de salir del trabajo temprano</i>	the option of leaving/to leave work early		the option to go (out) to work early/going out of work temporarily
<u>Unit 4</u> <i>o que la empresa te pague un título de posgrado</i>	or the firm paying/or that the firm pay(s) for your/you to do a postgrad(uate) degree/course	that a business omission of you/your	or that the company pays you for... the firm would the enterprise pays for your title
<u>Unit 5</u> <i>vale más que un incremento en el salario.</i>	is worth more than an increase in salary/a pay rise	has more value than is/are more valuable than in the salary	means more

Text	Good - 2	Satisfactory - 1	Unsatisfactory - 0
<b><u>Unit 6</u></b> <i>Grande o pequeña, cualquier compañía que lo deseé</i>	Big or small, any company/business who/that wants to	wants it/this...	
<b><u>Unit 7</u></b> <i>puede aplicar este modelo.</i>	can apply this model		apply for idea
<b><u>Unit 8</u></b> <i>Hay algunas que miman a sus trabajadores</i>	There are some (companies) who/that spoil their staff/workers/employees	some that pamper there is some	omission of “there are”
<b><u>Unit 9</u></b> <i>sin tomar en consideración su papel en la organización.</i>	without taking into consideration/account their role in the organisation.		documents/papers
<b><u>Unit 10</u></b> <i>Simplemente, porque es “política de empresa”.</i>	Simply because it is “company policy”.	simple	company politics

[END OF MARKING INSTRUCTIONS]