

Minimum Qualifications Self-Assessment

The Royal Commission into Family Violence called for the introduction of mandatory minimum qualifications for specialist family violence response practitioners with the aim that this will strengthen the sector and equip Victoria's specialist family violence practitioners to provide support and responses that are consistently high quality and culturally appropriate.

Applicants for this specialist family violence role are required to complete the mandatory Minimum Qualifications Self-Assessment to be considered for this position.

For more information about the Victorian Government's Mandatory Minimum Qualifications Policy please see <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners>

All candidates are to complete their employment pathway, select the relevant pathway in Section 1, and for candidates who hold an equivalent or related qualification that is NOT a Bachelor of Social Work, please complete Section 2. Equivalency Principle Assessment.

Section 1. Employment Pathway

<u>Exemption</u>	
I have been employed as a specialist family violence practitioner (or specialist practitioner providing direct specialist services to victim survivors and/or people using violence/perpetrators as per the Mandatory Minimum Qualifications Policy) and: • Held that position prior to 30 June 2021; AND • Have not taken a break of longer than 4 years since being employed in that role	
<u>Hold a Bachelor of Social Work or Equivalent Qualification</u>	
I hold a Bachelor of Social Work I hold an Equivalent qualification (If you tick YES to "I hold an Equivalent qualification" please fill out the Equivalency Principle Assessment)	
<u>Related qualification OR 5 Years relevant professional experience</u>	
I have at least 5 years of relevant professional experience (If YES please outline this experience in your Resume and Cover Letter)	
I hold a Related qualification. <i>I understand that I will need to work towards equivalency, and complete the relevant qualification/s within 5 years of commencing employment</i> (If YES please fill out the Equivalency Principle Assessment)	
<u>Significant cultural knowledge and experience or lived experience</u>	
I hold significant cultural knowledge and experience or lived experience AND have faced barriers to educational pathways. <i>I understand that I will need to work towards equivalency, and complete the relevant qualification/s within 10 years of commencing employment</i> (If YES please outline this experience in your Cover Letter)	

Section 2. Equivalency Principle Assessment

For candidates who hold an equivalent or related qualification that is NOT a Bachelor of Social Work

Responses should explain how a combination of the candidate's qualifications acquit each of the principles. Candidates may speak to individual subjects/minor/majors/qualifications that they believe cover the requisite knowledge and skills of each principle.

These responses will be considered in conjunction with relevant documentation, such as transcripts or other university and/or VET statements of learning.

Equivalency principle 1: Hold a related qualification that is at a Bachelor degree or higher level (Australian Qualifications Framework level 7 or above) to meet the complexity of learning required to demonstrate autonomy, well-developed judgement and responsibility in contexts that require self-directed work and learning, and within broad parameters to provide specialist advice and functions.

Example: This principle may be acquitted by holding a Bachelor degree or higher in a discipline other than Social Work, and which meets at least 3 other principles to be considered related (see mandatory minimum qualifications policy).

Equivalency principle 2: Knowledge of and ability to manage the ethical issues that can arise when working with victim survivors and perpetrators of family violence, including to:

- Recognise and manage personal values, prejudices, discrimination, and bias, and understanding of how they can affect inclusive service provision; and
- Apply critical and reflective thinking to practice, to examine the power dynamics between client-practitioner and victim survivor-perpetrator.

Example: This principle may be acquitted by taking units in ethics and professional practice in psychology, nursing or counselling etc, provided those units cover the competencies above.

Equivalency principle 3: Understanding of the social, political, legal, historical, cultural and organisational contexts/systems impacts on people and communities; human behaviour and development; and life cycle stages in a family violence context.

Example: This principle may be acquitted through an elective or core subject in family violence, or a separate course such as a Graduate Certificate in family violence or VET accredited MARAM course.

Equivalency principle 4: Ability to apply principles of self-determination and cultural safety in professional practice, informed by an understanding of Aboriginal culture and the injustices experienced by Aboriginal people due to colonisation, and the impact this has on service experience. <i>Example: This principle may be acquitted through an elective or core subject in Aboriginal studies. Courses such as nursing, counselling or community/human services may also have all elements of this principle embedded across subjects, which the candidate should speak to here.</i>
Equivalency principle 5: Ability to transmit knowledge and skills to others, and to engage in a respectful, professional and culturally safe manner that builds rapport and trust with victim-survivors to work towards recovery and healing, using a trauma-informed approach that demonstrates belief, respect, and valuing of knowledge, culture and lived experience. <i>Example: This principle may be acquitted by taking units in professional practice in psychology, nursing or counselling etc, provided those units cover the competencies above.</i>
Equivalency principle 6: Ability to analyse and apply critical aspects of the regulatory environment and service system to practice, including accurate record keeping, data management and information sharing obligations, in consideration of confidentiality, informed consent and accountability. This includes: • Compliant provision of family violence work in accordance with legislation and industry frameworks (for example the Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework); • Compliant provision of family violence work in accordance with International Charters of Human Rights, Indigenous Rights and Children's Rights and Victims' Charter Act; • Providing a coordinated response and advocating with, or on behalf of, victim-survivors to secure their rights and access to resources; and • Evidence-based domestic and international research and ability to apply it to practice.

Example: This principle may be acquitted through completing a MARAM-aligned Graduate Certificate in family violence, or through a VET accredited MARAM course.

Equivalency principle 7: Ability to analyse and evaluate information to inform practice approaches.

Example: This principle may be acquitted through the candidate's combined qualifications. Candidates should speak to their ability to take information - such as knowledge of the impacts of colonisation on Aboriginal people, intersectionality, implicit bias etc. - and use it to inform service provision to victim survivors and/or perpetrators of family violence.

Name:

Date: