

RECOMMENDATION 209

RELATED AND EQUIVALENT QUALIFICATIONS

The equivalency principles determine that a degree is either related or equivalent to a Bachelor of Social Work. The 7 Principles are:

<p>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.</p>	<p>Knowledge of and ability to manage the ethical issues that can arise when working with victim survivors and perpetrators of family violence, including to:</p> <ul style="list-style-type: none">• 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.
<p>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</p>	<p>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</p>
<p>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.</p>	<p>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:</p> <ul style="list-style-type: none">• 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.
<p>Ability to analyse and evaluate information to inform practice approaches.</p>	

- Relevant Qualifications meet 4 of the Equivalency Principles. This pathway is only available until July 2026
- Equivalent Qualifications meet all 7 of the Equivalency Principles. This pathway is a permanent pathway into the sector.

FREQUENCY ASKED QUESTIONS

1. How do I find out if a qualification is a level 7 degree?

You can check the [Australian Education Quality and Standard Agency](#) to determine if an Australian qualification meets the standard. If they hold an international degree they may need to go through the [Vic Gov Overseas Qualification Unit](#) to determine if their qualification meets a level 7 degree. It is the candidates responsibility to have their international degree assessed.

2. Are there any tools to help me do the mapping?

Yes. Safe and Equal has developed a tool to assist you. You need to understand the candidate's degree the applicant has undertaken. You can access it [here](#)

3. Who determines if an applicant holds a related or equivalent degree?

It's up to the employing agency to determine whether a degree is related or equivalent.

4. There is a **Mandatory Minimum Qualifications Mapping Document**, which has been produced by Family Safety Victoria, which has a list of related and equivalent qualifications. Am I limited to only employing people with these degrees?

No. These are degree's which were nominated by Universities to be mapped. It is not a comprehensive list. It's up to an agency to determine if a qualification is deemed related or equivalent, based on their own mapping against the 7 Equivalency Principles.

5. I have a candidate that is completing their qualification within the next 12 months, should I employ them, or tell them to reapply once they have completed their qualification?

Under the provisions of Recommendation 209, applicants can apply and be employed for positions as long as they are working towards a qualification that meets the equivalency principles (not a degree that is related). It is recommended that they are employed under a time limited contract and a condition of their contract is to complete their qualification.

6. I have a candidate that I deem to hold a related degree. Do they need to enroll in a bachelor course for me to employ them?

No. They have met at least four of the equivalency standards. You will need to work out a professional development plan for them to meet the remaining three. This may be through micro-credentialing or short course. You will need to determine whose responsibility it is to pay for this upskilling. Your organisation will also need to determine which course/s they will need to complete to meet the equivalency principles.

