

MANDATORY MINIMUM QUALIFICATIONS

for family violence
practitioners



Mandatory Minimum Qualifications

Implementation update (September 2022)

Since the introduction of the Mandatory Minimum Qualifications policy (the Policy) on 1 July 2021, there has been a strong commitment from the specialist family violence employers and workforce to shift to and uphold the Policy.

The COVID-19 pandemic and ongoing workforce shortages have created additional pressures across the sector and challenges to implementing the Policy for many organisations.

We recognise that these ongoing challenges mean that not all practitioners will be able to be hired in precise accordance with the Policy pathways at this early stage of implementation.

The transition period, running until 30 June 2026, is an opportunity to adjust to the new settings. We will continue to work with peak bodies, employers, unions and the tertiary education sector to monitor the impacts on the sector through the Transition Monitoring Advisory Group and to inform a review the Policy in 2024-25.

Expectations of adjustment

The Policy puts employers at the centre of determining if a candidate is the right fit for the role and meets an employment pathway under the Policy. Expectations of the shift to meeting the Policy are of progressive change and we want to avoid the Policy driving unintended consequences.

Intended

- Employers review their policies and procedures to recruit people through the Policy pathways
- Hiring managers understand and promote the pathways available
- People with lived experience and cultural expertise are encouraged to and can apply for positions within the scope of the Policy
- Employers are using the available resources to support growing and upskilling their workforces

Unintended

- Employers are only recruiting Bachelor of Social Work-qualified staff
- Employers are not recruiting people with lived experience or cultural expertise, relevant professional experience or related qualifications
- Employers are concerned there will be consequences if they misinterpret the Policy and are leaving roles unfilled
- People interested in becoming specialist family violence practitioners can't see a place in the sector

Supporting transition

A range of supports are available that support the move to the Policy. We encourage employers to continue to engage with the transition supports over the transition period.

Employer supports

\$1.9 million Recommendation 209 alignment funding to specialist family violence services, including organisations in The Orange Door

Sector Development Advisor in Safe + Equal funded for 2 years to work directly with employers to support policy alignment and implementation

Employer and practitioner resources such as the Organisational Toolkit, Qualifications Mapping, web-based qualifications & pathways tools

Programs to support alignment and workforce supply

Family Violence and Sexual Assault Traineeships Program

Family Violence and Sexual Assault Graduate Program

Mandatory Minimum Qualifications Aboriginal and Torres Strait Islander Practitioner Scholarships Program

Attraction and recruitment campaign, and jobs portal

Further information

You can access the Policy and supporting documents via the Policy webpage at <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners>.

The Safe and Equal website also includes further information and tools for employers and practitioners to support navigating the Policy, <https://safeandequal.org.au/working-in-family-violence/minimum-qualifications/>.