

Mandatory Minimum Qualifications (MMQ) Equivalency Self-Assessment

Exemption	
<p>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:</p> <ul style="list-style-type: none"> • 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 AND/OR <p>I hold a Bachelor and/or Masters of Social Work</p>	<p><input type="checkbox"/> Y <input type="checkbox"/> N</p> <p>If yes, you are exempt from MMQ.</p> <p>If no, please continue on with the below.</p>

Equivalent Qualification, Knowledge and/or Experience	
<p>I hold a Related or Equivalent qualification AND/OR</p> <p>I have at least 5 years of relevant professional experience AND/OR</p> <p>I hold significant cultural knowledge and experience or lived experience AND have faced barriers to educational pathways.</p>	<p><input type="checkbox"/> Y <input type="checkbox"/> N</p> <p>If yes, please fill out the Equivalency Principle Assessment below.</p> <p>If no, please email vacancies@cnv.org.au to further discuss your eligibility for a specialist family violence practitioner role.</p>

Equivalency Principle Assessment

Responses should explain how a combination of your qualifications acquit each of the principles. You may speak to individual subjects/minor/majors/qualifications that you 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.

Please note, not all equivalency principles need to be met to be able to be considered for employment with the Centre for Non-Violence. However, you may be required to work towards equivalency, and complete relevant qualification/s within a specified period of time after commencing employment.

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.

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.

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.

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.

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.

Please submit this document with your application for a specialist family violence practitioner role with the Centre for Non-Violence.

If you have any questions regarding this document or the application process, please don't hesitate to contact CNV People and Culture on vacancies@cnv.org.au