



Mandatory Minimum Qualifications (MMQ) Equivalency Self-Assessment

The Centre for Non-Violence (CNV) uses this form to support the application of the Victorian Government’s Mandatory Minimum Qualifications (MMQ) Policy for specialist family violence practitioner roles.

From 31 March 2026, the MMQ Policy requires people working in specialist family violence practitioner roles to hold, or be working towards, an Australian Qualifications Framework (AQF) Level 7 or higher qualification that is relevant to family violence.

This form supports CNV to:

- Confirm exemption status (where applicable),
- Identify whether an applicant meets the minimum qualification requirement, or
- Establish an appropriate “working towards” pathway and professional development plan.

Section 1: Existing Workforce Exemption

Exemption	
<p>Please complete this section first:</p> <p>I was employed in a specialist family violence practitioner role before 1 July 2021 and have remained employed during this time with less than a 4 year break.</p> <p>(If you have had a break, you will need to provide evidence that it hasn’t been for longer than 4 years)</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, you are permanently exempt from the Mandatory Minimum Qualification requirements under the Victorian MMQ Policy.</p> <p>This exemption continues to apply if you change employers or take breaks from the workforce (within policy limits).</p> <p><u>If no, please continue to Section 2.</u></p>

Section 2: Minimum Qualification Status

Qualifications	
<p>Do you currently hold an AQF Level 7 or higher qualification relevant to family violence (for example a Bachelor’s degree, Graduate Certificate or postgraduate qualification)?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, you meet the Mandatory Minimum Qualification requirement.</p> <p>You do not need to complete the equivalency assessment below.</p> <p><u>If no, please continue to Section 3.</u></p>



Section 3: Working Towards the Minimum Qualification

MMQ

People may be employed in specialist family violence practitioner roles while working towards the minimum qualification requirement, where appropriate.

Please indicate which of the following apply to you:

- I am currently enrolled in an AQF Level 7 or higher qualification relevant to family violence
- I have relevant professional experience aligned to specialist family violence practice
- I hold related qualifications or training relevant to family violence
- I bring significant cultural knowledge and/or lived experience, including where I have faced barriers to formal education

If one or more of the above applies, please complete the Equivalency Self-Assessment below.

Section 4: Equivalency Self-Assessment

This section allows you to describe how your qualifications, experience, cultural knowledge and/or lived experience demonstrate capability in key areas of specialist family violence practice.

- You do not need to meet all principles at commencement.
- This assessment is used to inform recruitment decisions and professional development planning.
- Where required, CNV may support you to build capability or complete further study over time.

You may refer to:

Specific qualifications, subjects or units of study, professional roles and responsibilities, community-based or culturally embedded practice, lived experience relevant to family violence practice.

Relevant documentation (such as transcripts or statements of learning) will be requested.



Equivalency Principle 1 - AQF Level 7 Learning Capability

Describe how your learning, qualifications or experience demonstrate the ability to work at an AQF Level 7 or higher standard, including autonomy, professional judgement and responsibility in complex practice settings.

Example: This principle may be demonstrated through completion of a Bachelor degree or higher, or through study at an AQF Level 7 standard in a related discipline. Applicants may also describe how professional roles or learning experiences have required independent judgement, responsibility and complex decision making consistent with AQF Level 7 expectations.

Equivalency Principle 2 - Ethical and Reflective Practice

Describe your knowledge of ethical practice in working with victim-survivors and people using violence, including managing personal values, bias and discrimination, and applying critical reflection to power and accountability in practice.

Example: This principle may be demonstrated through study or training in ethics, professional practice or reflective practice, or through professional experience that has required managing ethical dilemmas, power dynamics, bias and accountability in work with victim/survivors and/or people using violence.



Equivalency Principle 3 - Understanding Context and Systems

Describe your understanding of the social, political, legal, historical, cultural and organisational contexts that impact people and communities in a family violence context.

Example: This principle may be demonstrated through formal study, training or professional experience that covers family violence, human behaviour, social systems, or the legal, cultural and organisational contexts impacting people and communities.

Equivalency Principle 4 - Cultural Safety and Self-Determination

Describe your ability to apply principles of cultural safety and self-determination in professional practice, particularly in relation to Aboriginal people and communities and the impacts of colonisation.

Example: This principle may be demonstrated through study, training or practice that embeds Aboriginal cultural safety, self-determination and an understanding of the impacts of colonisation. Applicants may also describe community based or culturally embedded practice experience.



Equivalency Principle 5 - Trauma Informed Engagement

Describe your ability to engage respectfully and professionally with victim-survivors, build trust and rapport, and apply trauma-informed approaches that value culture, knowledge and lived experience.

Example: This principle may be demonstrated through study or professional experience involving trauma informed practice, client engagement, relationship-based work, or approaches that prioritise safety, respect, trust, and the valuing of lived experience.

Equivalency Principle 6 - Regulatory and System Knowledge

Describe your understanding of the regulatory and service system environment, including legislation, information sharing, confidentiality, accountability, and relevant frameworks such as MARAM.

Example: This principle may be demonstrated through experience or training that involves working within legislative and regulatory frameworks, record keeping, information sharing, confidentiality, and system-based responses such as MARAM or related frameworks.



Equivalency Principle 7 - Analysis and Application of Information

Describe your ability to analyse information and apply evidence, research and critical understanding (for example, intersectionality, structural inequality or bias) to inform safe and effective practice.

Example: This principle may be demonstrated through the ability to analyse and apply information, research or evidence to practice. This may include applying knowledge relating to intersectionality, structural inequality, bias, or social determinants to inform safe and effective family violence practice.

Section 5: Acknowledgement

I acknowledge that:

- this assessment will be considered alongside my application and supporting documentation such as transcripts, and
- where required, I may be supported to work towards meeting the mandatory minimum qualification requirements over an agreed period.

Name:

Signature:

Date:

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

If you have any questions about this form or the recruitment process, please contact the CNV People and Culture team at:

vacancies@cnv.org.au