

## What you need to know!

Mandatory Minimum Qualification Requirements for Specialist Family Violence Practitioners – (The Orange Door).

### About Victoria's Specialist Family Violence Practitioner Minimum Qualification Policy.

Prompted by Recommendation 209 of the Victorian Royal Commission into Family Violence, the Victorian Government designed a policy to enhance the sector's capabilities and empower family violence practitioners in Victoria to deliver support and responses that are of high quality and culturally appropriate.

Recognising the substantial changes introduced by this policy, a five-year transition period commenced in July 2021. This transition period was to provide individuals embarking on careers as practitioners with various options to meet the new mandatory minimum qualification requirements.

Until June 30, 2026, employers are allowed to hire candidates with a minimum of 5 years of relevant professional experience or those holding a related qualification. **However, candidates must commit to undertaking further study within 5 years to attain an equivalent qualification.**

This pathway provides flexibility for experienced individuals to continue working in the sector while pursuing the necessary qualifications.

The significance of individuals who bring cultural expertise or lived experience to the family violence workforce is also recognised in this policy. Candidates with lived experience or cultural knowledge, facing barriers to education, will be given a 10-year window to work towards the minimum or equivalent qualification, contingent on an agreement with their employer.

This policy underscores a commitment to elevating the standards of family violence practitioners, ensuring cultural competency and inclusivity. By recognising the value of cultural knowledge, lived experience, and relevant expertise, the policy aims to build a diverse and skilled workforce capable of addressing the complexities of family violence with sensitivity and effectiveness.

### Do I meet the minimum requirements already?

**You already meet the minimum requirements if you:**

- Hold a Bachelor of Social Work or other equivalent qualification.
- OR are a practitioner who was part of the specialist family violence practitioner workforce before 2021 – These practitioners are considered exempt under the policy.

### I don't meet the requirements right now; does that mean I can't be employed?

**You can still be employed if you are:**

Able to meet the Victorian Government's minimum mandatory qualifications requirements for specialist family violence practitioners (as prompted by Recommendation 209 of the Victorian Royal Commission into Family Violence) in that you:

- Are currently enrolled and working towards a Bachelor of Social Work or other equivalent qualification.
- OR have a minimum 5 years of relevant professional experience and are willing to undertake further study and be working towards an equivalent qualification by June 2026.
- OR a related qualification as per the mandatory minimum qualification requirements and willing to undertake further study and be working towards an equivalent qualification by June 2026.
- OR hold significant cultural knowledge and experience or lived experience and have faced barriers to educational pathways and have a willingness to meet minimum or equivalent qualifications within 10 years.

## How do I know what additional qualifications I require?

For more information and a quick guide to assessing your current qualifications in line with the policy, you can visit – <https://safeandequal.org.au/working-in-family-violence/minimum-qualifications/> and use the online or manual assessment tools.

### Check your qualifications and pathways

We have developed a series of tools to help you determine whether you're eligible to apply for specialist family violence practitioner roles, and what pathways are available to you.

#### **Experience and qualifications check: eligibility to be considered for specialist family violence practitioner**

This tool allows you to check whether you are eligible to be considered for specialist family violence practitioner roles.

[Use this tool >](#)

#### **Manual mapping of qualifications for identifying related and equivalent qualifications**

If your qualifications aren't listed in the [Experience and qualifications tool](#), you can manually check them and your eligibility to apply for roles using this tool.

[Use this tool >](#)

## Will I be supported to meet these requirements?

Yes, working towards meeting the minimum qualifications requirements will be an ongoing conversation throughout your employment. Brophy is consistently working on options for supporting study whilst trying to meet service hours standards.

- **Employees are not expected to commence study in their first 12 months of employment.**
  - After 12 months of employment employees will be able to access study leave (up to 5 hours per week)
  - Study leave may need to be staggered depending on the number of studying employees to ensure there is no decrease in the number of service hours being completed.
  - Employees are also able to access the Higher Education Initiative Scheme (HEIS) (Reimbursement of \$500 per unit, up to 4 times per calendar year).
  - HEIS is not applicable if employees gain access to a free course.
  - Should the employee request them, Temporary Working Arrangements will be considered to accommodate the time required to complete their study.
- **Should employees wish to undertake study before completing 12 months of employment.**
  - Brophy will support this; however, it may look slightly different.
  - Employees will be unable to access study leave until they reach 12 months of employment - Study leave can be applied for after this date.
  - Employees will be able to access the HEIS (Reimbursement of \$500 per unit, up to 4 times per calendar year), however 'time off' to accommodate study requirements would need to be taken using leave entitlements as negotiated with the Line Manager.
  - Temporary Working Arrangements will also be considered to accommodate the time required to complete their study should the employee request this.
- **Meeting qualification requirements and study needs will be part of an ongoing conversation with Line Managers.**
  - A discussion point at regular supervision meetings until the qualifications are achieved.
  - Line managers will work with the employee to:
    - Create a plan for what course the employee is intending to complete.
    - Possible enrolment dates.
    - When the employee intends to enrol.
    - Time requirements for the course – Whether the employee intends to apply for Study leave and the HEIS.
    - Whether temporary working arrangements need to be considered.

**If you have questions about how you will manage your work and study commitments, talk to your Line Manager!**