

Disability Worker Registration Board of Victoria

Transitional provisional guidelines

Section 287(2) of the Act sets out **two alternate pathways** available to workers to demonstrate that they satisfy the requirement to be qualified for registration for the purposes of section 154(1)(a) if they apply for registration before 30 September 2022. These are the adequate qualification pathway and the two years experience pathway.

Adequate qualification pathway

The first pathway is the 'adequate qualification' pathway and it allows a person to qualify for registration if:

- the Board considers that their qualification or training as a disability worker is adequate for the purposes of providing disability services **and**
- they satisfy the Board that they are professionally competent as a disability worker

Adequate qualification or training

For a disability support worker

An individual may demonstrate that they are qualified for registration as a disability support worker if:

- they have a Certificate III or Certificate IV in Disability or a related field issued by an Australian University or another institution with registration/authorisation to deliver higher education or
- significant training as a disability worker, which may include on-the-job training and
- they satisfy the Board that they are professionally competent as a disability support worker.

For a disability practitioner

An individual may demonstrate that they are qualified for registration as a disability practitioner if:

- they hold a relevant tertiary qualification issued by an Australian University or another institution with registration/authorisation to deliver higher education in a professional discipline that supports people with a disability, such as allied health, teaching or social work and
- they satisfy the Board that they are professionally competent as a disability practitioner,
- where required for practise, registration with the relevant professional body must be maintained along with any other requirements such as continuing professional development.

This pathway is only available if the individual can provide verifiable evidence that is assessed as showing that they have adequate qualification/s and training and are professionally competent to be registered in the relevant division of the register. Verifiable evidence means documented information such as academic certificates or transcripts, descriptions of training, statements of service, descriptions of roles where the person provided disability services including hours of work and duties, letters from employers, satisfactory performance reviews or even a detailed personal submission.

Adequate experience

Alternatively, the '2 years' experience' pathway provides an opportunity for experienced workers who do not hold a qualification or training that the Board considers adequate to use their experience providing disability services to demonstrate that they are suitably qualified. The Board may decide that they are qualified if:

- they have provided disability support services of the kind related to the type of registration applied for at any time between 30 September 2012 and 30 September 2022 for a total of at least 2 years; **and**
- they satisfy the Board that they are professionally competent as a disability worker.

Two years' experience pathway

For a disability support worker

An individual may demonstrate that they are qualified for registration as a disability support worker if the individual has provided disability support for a total of at least 2 years at any time between 30 September 2012 and 30 September 2022. This pathway is only available if the individual can provide a portfolio of verifiable evidence that is assessed as showing that they have provided disability support services for 2 years between 30 September 2012 and 30 September 2022 and that they are currently professionally competent to provide disability support services. Verifiable evidence means documented information such as statements of service, descriptions of roles where the person provided disability support services including hours of work and duties, letters from employers, satisfactory performance reviews or even a detailed personal submission.

It is important to note the following:

- 'Providing disability support services' covers a range of direct service delivery and other roles.
- An individual must submit verifiable evidence to demonstrate that a person has 2 years' cumulative or consecutive experience providing disability support services. The Board understands that not everyone works full time and the Board will take this into account when determining if someone has gained the requisite two years' experience.
- The nature and type of the disability support services provided is also relevant, particularly where there is not verifiable evidence of at least 2 years' cumulative or consecutive experience providing disability support services.

For a disability practitioner

An individual is qualified for registration as a disability practitioner if the individual has provided specialist or professional disability services for a total of at least 2 years at any time between 30 September 2012 and 20 September 2022. This pathway is only available if the individual can provide a portfolio of verifiable evidence that is assessed as showing that they have practiced as a disability practitioner for 2 years between 30 September 2012 and 30 September 2022 and that they are currently professionally competent to practice as a disability practitioner. Verifiable evidence means documented information such as professional registration, statements of service, descriptions of roles where the person practiced as a disability practitioner including hours of work and duties, letters from employers, satisfactory performance reviews or even a detailed personal submission.

It is important to note the following:

- 'Practising as a disability practitioner covers a range of specialist and professional practice roles.
- An individual must submit verifiable evidence to demonstrate that a person has 2 years' cumulative or consecutive experience practicing as a disability practitioner.
- The nature and type of the practice provided is also relevant, particularly where there is not verifiable evidence of at least 2 years' cumulative or consecutive experience practicing as a disability practitioner.