

# RECOMMENDATION 209

## The Orange Door

## Recommendation 209

Recommendation 209 (Rec 209) refers to the minimum mandatory qualification requirements for specialist family violence response practitioners.

Rec 209 sets out the minimum qualifications that practitioners must hold to be eligible for ongoing employment within programs such as The Orange Door.

The aim of Rec 209 is to:

- recognise the level of expertise and knowledge required to undertake family violence work
- recognise the expertise already within the sector and support the retention of existing practitioners
- recognise the value of lived experience and/or cultural expertise in the workforce
- ensure that the family violence workforce is drawn from a range of disciplines
- support the supply of practitioners for the sector from all backgrounds to build a more diverse workforce
- recognise the role of employers as holding the expert voice on who is employed
- ensure the Mandatory Minimum Qualifications Framework is not a replacement for good recruitment practices

In line with Rec 209, AV require applicants for specialist family violence response practitioner roles such as roles within The Orange Door to either:

- Hold a Bachelor of Social Work or an equivalent qualification
- Confirm that they have held continued service in a specialist family violence role or roles, commencing employment prior to 1<sup>st</sup> July 2021 and are therefore exempt from the policy

Or

- Commit to undertake additional study as part of one of the available employment pathways

As part of AV's application process for positions that fall within scope of Rec 209, further information about Rec 209 will be provided within the advert, as well as a link to the Minimum Qualifications Pathways and Equivalency Self-Assessment form. The form will help applicants assess their specific circumstances.

Applicants will be asked to complete the self-assessment form and include it to support their application.

For more information about Recommendation 209 you can visit the Victorian government website [here](#).