

Mandatory Minimum Qualifications Tip Sheet: Who Can Managers Oversee?

This tip sheet has been designed to assist with understanding how the [mandatory minimum qualifications policy](#) applies to managers/supervisors. The policy applies to workers who have oversight (e.g. managers, supervisors) of new specialist family violence practitioners (whose roles are in scope), if those new practitioners are hired on a pathway and are working towards meeting the mandatory minimum qualifications. In such situations you will need to consider the manager/supervisor's background, per the table below.

What is the manager/supervisor's background?	Which practitioners can a manager/supervisor oversee?			
	Exempt practitioners	Practitioners with a Bachelor of Social Work or Master of Social Work	Practitioners with an equivalent qualification	Practitioners who have been hired on a pathway and are working towards obtaining an equivalent qualification
The manager/supervisor holds a Bachelor of Social Work or Master of Social Work	✓	✓	✓	✓
The manager/supervisor holds an equivalent qualification in line with the mandatory minimum qualification requirements	✓	✓	✓	✓
The manager/supervisor holds an exemption	✓	✓	✓	(✓)
The manager/supervisor's qualifications or background does not fit any of the above categories	✓	✓	✓	✗

(✓) A manager/supervisor with an exemption needs to be careful not to lose their exemption if they are overseeing new practitioners who have been hired on a pathway and are working towards obtaining an equivalent qualification. If they lose their exemption the organisation will need to arrange for pathway practitioners to be overseen by someone with an exemption or who meets the mandatory minimum qualifications. Exemption can be maintained by providing direct specialist services to victim survivors and/or people using violence such as safety planning; assessment and intake; case management and service navigation from time to time. The employer decides whether a practitioner has maintained continued service.

✗ These practitioners will need to be overseen by someone with an exemption or who meets the mandatory minimum qualification requirements.

Please note that this policy is separate and distinct from any requirements for professional supervision under the Australian Association of Social Workers' Supervision Standards.