**1.2.15 Minimum Qualification/Training**

All NSWP funded chaplains and student wellbeing officers are required to hold one of the qualifications below:

* a Certificate IV in Youth Work
* a Certificate IV in Pastoral Care
* a Certificate IV in Chaplaincy and Pastoral Care
* an equivalent qualification consistent with the qualifications above, which must include:
* formal units of competencies in:
* mental health and making appropriate referrals, and
* providing pastoral care, and or working with youth.

or

* formal units of competencies in mental health and making appropriate referrals, and
* demonstrated competency in providing pastoral care, and or working with youth.

Chaplains who do not hold one of the above qualifications but have been employed by a chaplain officer service provider and worked as a chaplain in a school for a minimum of 12 months prior to 31 December 2019, may be recognised as meeting the minimum qualification requirements.

Chaplains and student wellbeing officers must also have completed the following mandatory professional learning/training within three months of commencing at a school and provide evidence of completion to the School Principal:

* AISWA’s Child Abuse Reporting including Mandatory Reporting online training (or equivalent) and refreshed every three years; and
* Office of the eSafety Commissioner’s Responding to and [Preventing Bullying and Cyberbullying](https://esafety.gov.au/education-resources/outreach/chaplain-professional-learning-program) webinar training.

**1.2.16 Equivalent Qualifications**

Qualifications other than those specified in 1.2.16 should be assessed for their suitability to meet the NSWP program objectives and to ensure they provide at least equivalent levels of training in the required competencies.

Equivalency will be assumed where the chaplain or student wellbeing officer holds a:

* Certificate IV or above that is part of the Community Services Training Package (CHC) and includes the ‘Work with people with mental health issues’ and ‘Respond to client needs’ competency units (the list of courses currently included in the CHC package is available at:

[CHC – Community Services (release 7.1)](https://training.gov.au/(S(2kxsOsmOgfrkp5zi0ebrdrin))/Training/Details/CHC).

* Qualification that is listed on, or consistent with, the requirements for membership of, or registration with, one of the following professional bodies:
  + The Psychology Board of Australia (PBA). The courses currently listed can be found at: [APB approved courses of study](http://www.psychologyboard.gov.au/Accreditation.aspx);
  + The Australian Association of Social Workers [AASW accredited courses](http://www.aasw.asn.au/careers-study/accredited-courses).
  + The Teacher Registration Board (TRB) [Accredited initial teacher education programs (WA)](https://www.trb.wa.gov.au/Initial-Teacher-Education-Programs/Accredited-initial-teacher-education-programs)
  + The Australian Counselling Association [ACA accredited courses](https://www.theaca.net.au/course_results.php?s=0&p=5&c=71&level=All&mode=&location=);
  + The Nursing and Midwifery Board of Australia [NWBOA accredited courses](https://www.nursingmidwiferyboard.gov.au/Accreditation/Approved-programs-of-study.aspx); and
  + Denominational registration of Ministry (subject to Department endorsement of the registration/licensing conditions or process).

This list may be subject to review by from time to time.

Where the equivalency of a qualification cannot be established under the above framework, the competence of the chaplain and or student wellbeing officer should be mapped against the minimum qualification (refer 1.2.15) by a Registered Training Organisation.

**1.2.17 Waiver of the Minimum Qualifications**

To enable schools to receive valuable pastoral care services and access chaplain and or student wellbeing officers as soon as possible, a school can exercise, at its discretion, a waiver to the chaplain and/or student wellbeing officers minimum qualifications requirements (refer 1.2.16), for up to 12 months. The waiver only applies to the requirement for a Certificate IV qualification, the chaplain and/or student wellbeing officer must comply with all other requirements stipulated within the agreement.

To be eligible for a waiver, the chaplain and/or student wellbeing officer must:

* be currently undertaking study (or enrol in the next available semester) in one of the three Certificate IV qualifications outlined in the Minimum Qualifications (refer 1.2.16); and
* have completed a two day *Applied Suicide Intervention Skills Training (ASIST)* course OR two day *Gatekeeper Training* OR two day *Youth Mental Health First Aid* course.

These requirements may be amended or substituted at any time.