

**HEALTH SERVICES ACT 1991**  
**DIRECTIVE OF THE GOVERNOR IN COUNCIL**

**No. 1/99 TITLE: DETERMINATION OF EQUIVALENCE OF QUALIFICATIONS – QUEENSLAND HEALTH**

Pursuant to Section 27(1) of the *Health Services Act 1991*, His Excellency the Governor, by and with the advice and consent of the Executive Council, has directed that a framework for determinations of equivalence of qualifications be applied within the Department of Health, as detailed in the Schedule.

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**SCHEDULE**

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**PURPOSE:** To specify principles for the application of the Queensland Public Sector Training Council's decision to delegate the authority to determine equivalence of mandatory qualifications to the Chief Executive of the Department of Health.

**1. APPLICATION**

1.1 This directive applies to all employees employed pursuant to the *Public Service Act 1996* or the *Health Services Act 1991*.

**2. PRINCIPLES**

2.1 A set of principles frame and guide the process of equivalence of qualification within the Department of Health. These principles are:

- (a) Effective workforce management can be enhanced by the ability to appoint individuals who can demonstrate learning relevant to the position gained by means other than achieving the minimum academic qualification;
- (b) Employees can demonstrate learning relevant to a position equivalent to that which would have been acquired through the achievement of the relevant academic qualification; and
- (c) The granting of equivalence of qualification does not override other mandatory appointment criteria such as registration and/or eligibility for membership of professional organisations.

**3. MINIMUM REQUIREMENTS**

3.1 The Chief Executive shall determine the equivalence to minimum academic qualifications required for appointment to, and progression within the Professional and Technical Streams of the *District Health Services Employees Award – State*.

3.2 The Chief Executive may delegate this authority within Queensland Health.

3.3 For the purposes of initial appointment within the Professional and Technical Streams of the *District Health Services Employees Award – State*, equivalence of qualifications will be determined where the Chief Executive is satisfied that an applicant has demonstrated learning relevant to the position and equivalent to that which would have been acquired through the achievement of applicable sections of the relevant minimum academic qualification.

- 3.4 For the purpose of recognised equivalence across the public sector, equivalence of qualifications will be determined where the Chief Executive is satisfied that an applicant has demonstrated learning equivalent to that which would have been acquired through the achievement of the relevant minimum academic qualification.
- 3.5 An independent person with appropriate qualifications and experience in the relevant discipline, and from within Queensland Health, will undertake an assessment of the applicant's learning against the learning outcomes for the identified target qualification.
- 3.6 Applicants for equivalence of qualifications must be assessed with regard to the validity, authenticity, reliability, consistency, currency and sufficiency of the evidence provided.
- 3.7 Equivalence of qualifications must be assessed on an individual, case-by-case basis, and must not be used as a defacto classification tribunal or means of assessing occupational groups.
- 3.8 Applicants seeking equivalence must specify the target qualification against which assessment is sought. It is the responsibility of individual applicants to demonstrate, to the Chief Executive's satisfaction, a sufficient case for the determination of equivalence.
- 3.9 Existing TO2/PO2 employees unable to progress to TO3/PO3 without possession of appropriate qualifications or equivalence of qualifications previously recognised by the Public Sector Training Council or the Chief Executive under OPS Directive 3/97 are deemed to possess partial equivalence in their substantive position as from the effective date of this directive.
- 3.10 Pursuant to Sections 10(2)(a) and 12(1)(i) of the Appeals Directive for public sector employees entitled to appeal, a Fair Treatment appeal lies to the public Service Commissioner.

#### **4. POLICY AND MODEL DISTRICT GUIDELINES**

- 4.1 The Director-General, Department of Health, may issue policy and/or model district guidelines for equivalent of qualifications.