

# Clinical Assistant endorsed qualifications list for VET incentive

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The following qualifications have been endorsed by the Health Practitioners and Dental Officers Consultative Group (HPDOCG) for the purpose of access to the VET incentive for CA2 to CA5 employees. Whilst the qualifications listed in this document may include mandatory qualifications for roles that have mandatory requirements for appointment, the list is qualifications deemed eligible for employees in each role type to receive the VET incentive accelerated pay point advancement or allowance.

Where a qualification has been listed, unless otherwise specified, eligibility applies to all superseded and superseding versions of that qualification, in accordance with <http://www.training.gov.au> qualification and training package information.

Note that qualifications above AQF level 4, certificate IV, are not required to be listed in this document.

Determination of the eligibility of qualifications above AQF level 4 is in accordance with the Clinical Assistants Vocational Education and Training Incentive Policy requirements.

(C) Indicates a current VET qualification

## All clinical assistant roles

### Training and assessment

These qualifications are considered eligible where a Clinical Assistant role is requested by their work area to train and assess other employees or students for a VET qualification i.e. line manager requests an employee to train and assess students undertaking placements in the same workplace.

Scheme	Eligible qualification/s
Level 1 VET incentive	<ul style="list-style-type: none"><li>No qualifications eligible</li></ul>
Level 2 VET incentive	<ul style="list-style-type: none"><li>Certificate IV in Training and Assessment TAE40116 (C), TAE40110 or TAA40104</li><li>Certificate IV in Assessment and Workplace Training BSZ40198</li><li>Certificate IV in Workplace Training and Assessment</li></ul>

### Management and Leadership

These qualifications are considered eligible for any Clinical Assistant role.

Scheme	Eligible qualification/s
Level 1 VET incentive	<ul style="list-style-type: none"><li>No qualifications eligible</li></ul>
Level 2 VET incentive	<ul style="list-style-type: none"><li>Certificate IV in Health Administration HLT47315 (C)</li><li>Certificate IV in Health Supervision HLT40412</li><li>Certificate IV in Leadership and Management BSB40520 (C) or BSB42015</li><li>Certificate IV in Leadership</li></ul>

### Workplace health and safety

These qualifications are considered eligible where a Clinical Assistant role is required to undertake work health and safety duties over and above the usual requirements, as part of their role e.g. Health and Safety Representative, Work Health and Safety Officer.

Scheme	Eligible qualification/s
Level 1 VET incentive	<ul style="list-style-type: none"><li>Certificate III in Work Health and Safety BSB30719 (C)</li></ul>

Scheme	Eligible qualification/s
<b>Level 2 VET incentive and CA3 advancements</b>	<ul style="list-style-type: none"> <li>Certificate IV in Work Health and Safety BSB41419 (C), BSB41415 or BSB41412</li> </ul>

### All roles

These qualifications are considered eligible for any Clinical Assistant role

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>No qualifications eligible</li> </ul>
<b>Level 2 VET incentive</b>	<ul style="list-style-type: none"> <li>Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice HLT40213 (C)</li> <li>Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care HLT40113 (C)</li> </ul>

## Oral health

### Dental assistants

HPDO3 Schedule 5 clause 2.1(e) dental assistants

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>Certificate III in Dental Assisting HLT35021 (C) HLT35015, HLT31812, HLT31807 or HLT31802</li> <li>Certificate III in Dental Assisting HEA14779 or CNHEA046</li> <li>Certificate III in Dental Health Work (Dental Assisting) 80084ACT</li> <li>Certificate III in Sterilisation Services HLT37015, HLT31112</li> <li>Certificate in Dental Assisting CN244</li> <li>Certificate in Dental Assisting CN723 (TMC198 Dental Assisting)<sup>1</sup></li> <li>Certificate in Dental Assisting (New Zealand)<sup>1</sup></li> <li>Certificate of Proficiency in Dental Assisting (Dental Assistants' Association of Australia (DAAA) or Dental Assistant Education Council of Australia (DAECA))<sup>1</sup></li> <li>Certificate in Dental Assisting (DAECA)<sup>1</sup></li> <li>Certificate in Dental Nursing (Australian Dental Association)</li> <li>Dental Surgery Assistant (United Kingdom)<sup>1</sup></li> </ul>
<b>Level 2 VET incentive</b>	<ul style="list-style-type: none"> <li>Certificate IV in Dental Assisting HLT45021 (C), HLT45015, HLT43012 or HLT43007</li> <li>Certificate IV in Dental Assisting (Dental Radiography) HLT40702</li> <li>Certificate IV in Dental Assisting (Oral Health Education) HLT40602</li> <li>Certificate IV in Dental Assisting (Assistance During General Anaesthesia and Conscious Sedation) HLT40802</li> <li>Certificate IV in Sterilisation Services – HLT47015, HLT43812</li> <li>Certificate in Oral Health (DAECA)</li> <li>Dental Chairside Assistant Course (Westmead)</li> <li>Radiography Course for Dental Assistants – DAECA pre 2002/University of Queensland post 2002<sup>2, 3</sup></li> </ul>

<sup>1</sup> For the purposes of accessing the vocational education and training incentive accelerated pay point advance or allowance only, this qualification is equivalent to an AQF Certificate III.

<sup>2</sup> Dental assistants will also be required to hold a 'License to Use Ionising Radiation Apparatus for Dental Purposes' issued by Radiation Health Queensland Health in order to qualify for the VET incentive.

<sup>3</sup> For the purposes of accessing the VET incentive, this qualification is equivalent to an AQF Certificate IV.

## Pathology and mortuary services

### Pathology/laboratory assistants, phlebotomists and mortuary assistants

HPDO3 Schedule 5 clause 2.1(g) laboratory assistants; (p) pathology assistants (including Central Specimen Reception Coordinators and Managers); and (r) phlebotomists, and (l) mortuary attendants/assistants

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>• Certificate III in Pathology Collection HLT37215 (C)</li> <li>• Certificate III in Pathology Assistance HLT37415 (C)</li> <li>• Certificate III in Laboratory Skills MSL30118 (C) or MSL30116</li> <li>• Certificate III in Pathology HLT32607 or HLT32612</li> <li>• Certificate III in Pathology Specimen Collection HLT30102</li> <li>• Certificate III in Phlebotomy and Pathology Practices 10399QLD</li> <li>• Certificate III in Health Service Assistance (Pathology Assistance) HLT31202</li> </ul> <p><b>Mortuary assistants only</b></p> <ul style="list-style-type: none"> <li>• Certificate III in Funeral Operations SIF30313 (C)</li> <li>• Certificate III in Mortuary Practice HLT32002, HLT32007 or HLT32012</li> <li>• Certificate III in Health Care Support Services (Mortuary Practices) 39013QLD</li> </ul>
<b>Level 2 VET incentive</b>	<ul style="list-style-type: none"> <li>• Certificate IV in Laboratory Techniques MSL40118 (C) or MSL40116</li> <li>• Certificate IV in Pathology HLT41812 or HLT41807</li> <li>• Certificate IV in Pathology Specimen Collection HLT41802</li> </ul> <p><b>Mortuary assistants only</b></p> <ul style="list-style-type: none"> <li>• Certificate IV in Embalming SIF40213 (C)</li> <li>• Certificate IV in Mortuary Theatre Practice HLT41607</li> </ul>

## Allied health

### Pharmacy assistants

HPDO3 Schedule 5 clause 2.1(q) pharmacy assistants (including Central Pharmacy)

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>• Certificate III in Hospital/Health Services Pharmacy Support HLT37115 (C) or HLT31407</li> <li>• Certificate III in Health Services Assistance (Hospital/Community Pharmacy Assistance) HLT31402</li> <li>• Certificate III in Community Pharmacy SIR30116, SIR30107 or WRP30102 plus Module HLTPA001 Maintain Pharmaceutical Imprest Stock</li> <li>• Certificate III in Dispensary Technicians Training</li> </ul>

Scheme	Eligible qualification/s
<b>Level 2 VET incentive</b>	<ul style="list-style-type: none"> <li>Certificate IV in Hospital/Health Services Pharmacy Support HLT47115 (C), HLT40512, HLT40507 or HLT40502</li> <li>Certificate IV in Health Services Assistance (Hospital/Community Pharmacy Technician) HLT40502</li> <li>Certificate IV in Community Pharmacy SIR40116 (C) plus Module HLTPA001 Maintain Pharmaceutical Imprest Stock</li> <li>Certificate IV in Community Pharmacy Dispensary SIR40216 (C)</li> </ul>

To note: Whilst the qualifications listed in this table above may include mandatory qualifications, the list is qualifications deemed eligible for employees in each role type to receive the VET incentive accelerated pay point advancement or allowance, and does not impact upon mandatory qualifications as detailed in an employee's role description/Clinical Assistant Role Manual.

### Allied health assistants – as per list

Role types as per the following list: HPDO3 Schedule 5 clause 2.1(a) allied health assistants (including allied health assistant – specified allied health discipline); (c) audiology assistants; (d) clinical measurements assistants; (h) leisure therapist assistants; (i) medical imaging assistants (including dark room attendants); (j) menu monitors; (k) mobility aide officers; (m) music therapy assistants; (n) nutrition assistants and/or dietetics assistants; (o) occupational therapy assistants; (s) physiotherapy assistants; (u) podiatry assistants; (v) prosthetic/orthotic assistants; (y) social work assistants; (z) speech pathology assistants; and (aa) therapy assistants.

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>Certificate III in Allied Health Assistance HLT33015 (C), HLT32412 or HLT32407</li> <li>Certificate III in Health Services Assistance (Allied Health Assistance) HLT31072</li> <li>Certificate III in Nutrition and Dietetic Assistance HLT31507</li> <li>Certificate III in Health Service Assistance (Nutrition and Dietetic Support) HLT31502</li> <li>Advanced Certificate in Disability Studies CN251 (equivalent to Certificate III in Disability Studies CN251)</li> <li>Certificate III in Aged Care</li> <li>Certificate III in Community Services CHC32015 (C)</li> <li>Certificate III in Community Service (Aged Care Work)</li> <li>Certificate III in Community Services (Aged Care Work – Community and Home Care)</li> <li>Certificate III in Community Service (Community and Aged Care)</li> <li>Certificate III in Community Services (Community Work) CHC30699</li> <li>Certificate III in Community Services (Disability Work) CHC30799</li> <li>Certificate III in Community Services and Health CHC30699</li> <li>Certificate III in Disability Studies CN251</li> <li>Certificate III in Individual Support CHC33015 (C)</li> <li>Certificate III in Residential Aged Care</li> <li>Certificate III in Indigenous Environmental Health HLT36115 (C) or HLT32312</li> <li>Certificate III in Population Health HLT36015 or HLT32212</li> </ul>

Scheme	Eligible qualification/s
	<ul style="list-style-type: none"> <li>• Certificate III in Aggressive Behaviour Management 30900QLD</li> <li>• Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care HLT30113 (C), HLT33212 or HLT33207</li> <li>• Certificate III in Aboriginal and Torres Strait Islander Health 11789</li> <li>• Certificate III in Health Studies (Aboriginal and Community Health) 3267</li> <li>• Certificate III in Health (Operating Theatre Technician Practice) 2307 ACB</li> <li>• Certificate III in Operating Theatre</li> <li>• Certificate III in Basic Health Care HLT31220 (C), HLT31215 or HLT33112</li> <li>• Certificate III in Health (Patient Services)</li> <li>• Certificate III in Health (Patient Services) 8329</li> <li>• Certificate III in Health Services Assistance HLT33115 (C) or HLT32507</li> <li>• Certificate III in Health Service Assistance (Client/Patient Services) HLT31602</li> <li>• Certificate III in Health Support Services HLT33215 (C), HLT32812, HLT32807 or HLT31002</li> <li>• Certificate III in Health Support Services (Client/Patient Support Services) HLT30802</li> <li>• Certificate III in Home and Community Care</li> </ul>
<b>Level 2 VET incentive</b>	<ul style="list-style-type: none"> <li>• Certificate IV in Allied Health Assistance HLT43015 (C), HLT42512 or HLT42507</li> <li>• Certificate IV in Health Care HLT41120 (C) or HLT41115</li> <li>• Certificate IV in Ageing Support CHC43015 (C)</li> <li>• Certificate IV in Disability CHC43115 (C)</li> <li>• Certificate IV in Disability Services CHC40302</li> <li>• Certificate IV in Leisure and Health CHC43415 (C) or CHC40608</li> <li>• Certificate IV in Community Services CHC42015 (C)</li> <li>• Certificate IV in Community Service (Disability Work)</li> <li>• Certificate IV in Community Services (Aged Care Work) CHC40199</li> <li>• Certificate IV in Community Services (Community Work) CHC40699</li> <li>• Certificate IV in Community Services (Mental Health Work – Non Clinical) CHC40899</li> <li>• Certificate IV in Community Services (Welfare)</li> <li>• Certificate IV in Home and Community Care CHC40208 or CHC40212</li> <li>• Certificate IV in Mental Health CHC43315 (C)</li> <li>• Certificate IV in Mental Health Care 34424 QLD</li> <li>• Certificate IV in Mental Health (Non-Clinical)</li> <li>• Certificate IV in Mental Health Work (Non Clinical) CHC41102</li> <li>• Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care HLT40113 (C) or HLT43907</li> <li>• Certificate IV in Aboriginal and Torres Strait Islander Primary Health Care CNK02</li> <li>• Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice HLT40213 (C)</li> <li>• Certificate IV in Indigenous Environmental Health HLT46115 (C) or HLT42412</li> </ul>

Scheme	Eligible qualification/s
	<ul style="list-style-type: none"> <li>• Certificate IV in Population Health HLT46015 (C) or HLT42312</li> <li>• Certificate IV in Fitness SIS40215 (C)</li> <li>• Certificate IV in Operating Theatre Technical Support HLT47515 (C), HLT42012 or HLT42007</li> </ul>

### Recreational officers and diversional therapists

HPDO3 Schedule 5 clause 2.1(w) recreational officers; and (f) diversional therapists

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>• Certificate III in Allied Health Assistance HLT33015 (C), HLT32412 or HLT32407</li> <li>• Certificate III in Health Services Assistance (Allied Health Assistance) HLT31072</li> </ul>
<b>Level 2 VET incentive</b>	<ul style="list-style-type: none"> <li>• Advanced Certificate in Disability Studies</li> <li>• Certificate IV in Health and Community Services (Diversional Therapy) CNA99</li> <li>• Certificate IV in Community Services (Community Work) CHC99-CHC40699</li> <li>• Certificate IV in Diversional Therapy</li> <li>• Certificate IV in Community Services - Leisure and Lifestyle CHC02-CHC41602</li> <li>• Certificate IV in Leisure and Health CHC43415 (C), CHC40608</li> </ul>

### Rehabilitation therapy assistants

HPDO3 Schedule 5 clause 2.1(x) rehabilitation assistants (including rehabilitation therapy assistants)

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>• Completion of recognised training program at least equivalent to a Certificate IV in Mental Health Work (Non-Clinical)</li> </ul>
<b>Level 2 VET incentive</b>	<ul style="list-style-type: none"> <li>• Certificate IV in Mental Health (Non-Clinical) or equivalent</li> </ul>

### Other

#### Anaesthetic technicians/assistants

HPDO3 Schedule 5 clause 2.1(b) anaesthetic technicians/assistants in the Clinical Assistant stream will have their existing qualifications grandfathered for the purposes of the VETI allowance. It is important to note these roles are different to Health Practitioner stream Anaesthetic technicians, which require Diploma qualification. As the Diploma is the now the required qualification for these roles there are no eligible Level 1 or Level 2 for VETI following the grandfathering process.

Scheme	Eligible qualification/s
<b>Level 1 VET incentive</b>	<ul style="list-style-type: none"> <li>• Certificate III in Health (Operating Theatre Technician Practice) 2307 ACB</li> </ul>

Scheme	Eligible qualification/s
	<ul style="list-style-type: none"> <li>Certificate III in Operating Theatre</li> </ul>
Level 2 VET incentive	<ul style="list-style-type: none"> <li>Certificate IV in Operating Theatre Technical Support HLT47515 (C), HLT42012 or HLT42007</li> </ul>

### Orthopaedic technicians

HPDO3 Schedule 5 clause 2.1(t) plaster technicians/assistants and orthopaedic technicians/assistants

Scheme	Eligible qualification/s
Level 1 VET incentive	<ul style="list-style-type: none"> <li>Certificate III in Allied Health Assistance (Physiotherapy) HLTSS00054</li> <li>Certificate III in Allied Health Assistance (Occupational Therapy) HLTSS00053</li> </ul>
Level 2 VET incentive	<ul style="list-style-type: none"> <li>Successful completion of in-service training programs or Certificate IV in Cast Technology HLT41412, HLT41407 or HLT41402.</li> <li>Certificate IV is under development and can be included once qualification is available.</li> </ul>

### Public health

#### Vector control officers

HPDO3 Schedule 5 clause 2.1(bb) vector control officers

Scheme	Eligible qualification/s
Level 1 VET incentive	<ul style="list-style-type: none"> <li>No qualifications eligible</li> </ul>
Level 2 VET incentive	<ul style="list-style-type: none"> <li>Certificate IV in Population Health HLT46015 (C) or HLT42312</li> <li>Certificate IV in Indigenous Environmental Health HLT46115 (C) or HLT42412</li> </ul>

## History

Date	Policy change
15 June 2023	<ul style="list-style-type: none"> <li>Formatted as part of HR Policy review</li> </ul>
August 2021	<ul style="list-style-type: none"> <li>First version endorsed by the HPDOCG</li> </ul>