

Minimum Qualification Requirements To Deliver Specific Services

This information sheet details the minimum qualification requirements deemed appropriate by the WorkCover Tasmania Board (the Board) for workplace rehabilitation consultants to deliver specific prescribed workplace rehabilitation services.

The National Framework

The workplace rehabilitation services that are prescribed under the *Workers Rehabilitation and Compensation Act 1988* (the Act) are very specialised and must be delivered by people who have the appropriate qualifications, experience and expertise.

In order to accredit workplace rehabilitation providers under section 77C of the Act, the Board has adopted the Heads of Workers Compensation Authorities Nationally Consistent Approval Framework (the National Framework).

The National Framework stipulates that a workplace rehabilitation provider must have systems in place for ensuring that their workplace rehabilitation consultants have the minimum qualifications necessary to deliver specific services.

Qualification Requirements

The National Framework outlines the minimum qualification requirements to operate as a workplace rehabilitation consultant. It says that Workplace Rehabilitation Consultants must have a qualification recognised, accredited or registered by one of the following associations or Australian Health Practitioner Regulation Agency registration boards (however described):

- // Rehabilitation Counsellor –
 - Australian Society of Rehabilitation Counsellors (recognised) or
 - Rehabilitation Counselling Association of Australia (recognised)
- // Occupational Therapist (registered)
- // Physiotherapist (registered)
- // Exercise Physiologist -
 - Exercise and Sports Science Australia (accredited as an Exercise Physiologist)
- // Psychologist (registered)
- // Speech Pathologist -
 - Speech Pathology Australia (recognised)
- // Social Worker-
 - Australian Association of Social Workers (recognised)
- // Medical Practitioner (registered)
- // Nurse (registered)

AND 12 months or more experience delivering workplace rehabilitation services.

The Board does not require the consultant to obtain the membership, accreditation or registration with the identified associations or registration boards, only to demonstrate that they can satisfy the eligibility requirements.

In addition to these qualifications, the Board also recognises ASORC's Affiliate category of membership as a pathway towards meeting the minimum qualifications. Members of this category of membership may deliver specific services under the supervision of a workplace rehabilitation consultant that does meet the minimum requirements.

Medical practitioners accredited to prescribe medical certificates in Tasmania are also be deemed to be accredited to provide workplace rehabilitation services in Tasmania.

Where workplace rehabilitation consultants have less than 12 months' experience delivering workplace rehabilitation services, a comprehensive induction program will be completed and professional supervision provided for at least 12 months.

Qualifications Required To Deliver Specific Services

Some workplace rehabilitation services can only be delivered by designated professional groups. The appropriate professional groups to deliver specific workplace rehabilitation services are outlined below. These should be read as a guide only and should be assessed on a case by case basis as the type of health professional required is dependent on the worker's injury at the time.

For example, for workers with psychological injuries, cognitive, behavioural, communication or hearing disorders, specific services (such as workplace assessment, job modification) must be undertaken by an appropriately qualified health professional, such as a psychologist, rehabilitation counsellor or speech pathologist.

SERVICE	QUALIFICATION REQUIREMENT
Initial Workplace Assessment	<ul style="list-style-type: none"> // Rehabilitation Counsellor – <ul style="list-style-type: none"> o Australian Society of Rehabilitation Counsellors o Rehabilitation Counselling Association of Australia // Occupational Therapist (registered) // Physiotherapist (registered) // Exercise Physiologist - <ul style="list-style-type: none"> o Exercise and Sports Science Australia (accredited as an Exercise Physiologist) // Psychologist (registered) // Speech Pathologist - <ul style="list-style-type: none"> o Speech Pathology Australia // Social Worker- <ul style="list-style-type: none"> o Australian Association of Social Workers // Medical Practitioner (registered) // Nurse (registered)
Functional Capacity Assessment	<ul style="list-style-type: none"> // Occupational Therapist (registered) // Physiotherapist (registered) // Exercise Physiologist - <ul style="list-style-type: none"> o Exercise and Sports Science Australia (accredited as an Exercise Physiologist)
Workplace Assessment	<ul style="list-style-type: none"> // Occupational Therapist (registered) // Physiotherapist (registered) // Exercise Physiologist - <ul style="list-style-type: none"> o Exercise and Sports Science Australia (accredited as an Exercise Physiologist) <p>AND for psychological components of workplace assessments:</p> <ul style="list-style-type: none"> // Rehabilitation Counsellor – <ul style="list-style-type: none"> o Australian Society of Rehabilitation Counsellors o Rehabilitation Counselling Association of Australia // Psychologist (registered) // Social Worker- <ul style="list-style-type: none"> o Australian Association of Social Workers

SERVICE	QUALIFICATION REQUIREMENT
Job Analysis	<ul style="list-style-type: none"> // Occupational Therapist (registered) // Physiotherapist (registered) <p>AND for psychological components of job analysis:</p> <ul style="list-style-type: none"> // Rehabilitation Counsellor – <ul style="list-style-type: none"> o Australian Society of Rehabilitation Counsellors o Rehabilitation Counselling Association of Australia // Psychologist (registered) // Social Worker- <ul style="list-style-type: none"> o Australian Association of Social Workers
Advice Concerning Job Modification	<ul style="list-style-type: none"> // Occupational Therapist (registered) // Physiotherapist (registered) // Medical Practitioner (registered) // Nurse (registered)
Rehabilitation Counselling	<ul style="list-style-type: none"> // Australian Society of Rehabilitation Counsellors // Rehabilitation Counselling Association of Australia // Psychologists Registration Board // Australian Association of Social Workers
Vocational Assessment	<ul style="list-style-type: none"> // Rehabilitation Counsellor – <ul style="list-style-type: none"> o Australian Society of Rehabilitation Counsellors o Rehabilitation Counselling Association of Australia // Psychologist (registered) // Social Worker- <ul style="list-style-type: none"> o Australian Association of Social Workers
Job Seeking	<ul style="list-style-type: none"> // Rehabilitation Counsellor – <ul style="list-style-type: none"> o Australian Society of Rehabilitation Counsellors o Rehabilitation Counselling Association of Australia // Occupational Therapist (registered) // Physiotherapist (registered) // Exercise Physiologist - <ul style="list-style-type: none"> o Exercise and Sports Science Australia (accredited as an Exercise Physiologist) // Psychologist (registered) // Speech Pathologist - <ul style="list-style-type: none"> o Speech Pathology Australia // Social Worker- <ul style="list-style-type: none"> o Australian Association of Social Workers // Medical Practitioner (registered) // Nurse (registered) <p>WITH demonstrated knowledge and skills in seeking and using labour market information, instructing job seekers in job seeking skills, locating jobs, negotiating placements with employers and using incentive programs for employers</p> <p>OR a vocational adviser who has at least 12 months' proven track record in placing disadvantaged job seekers with a new employer (minimum of five placements in this period) and is under the supervision of a qualified workplace rehabilitation consultant</p>

SERVICE	QUALIFICATION REQUIREMENT
Vocation Re-education or Retraining	<ul style="list-style-type: none"> // Rehabilitation Counsellor – <ul style="list-style-type: none"> ○ Australian Society of Rehabilitation Counsellors ○ Rehabilitation Counselling Association of Australia // Occupational Therapist (registered) // Physiotherapist (registered) // Exercise Physiologist - <ul style="list-style-type: none"> ○ Exercise and Sports Science Australia (accredited as an Exercise Physiologist) // Psychologist (registered) // Speech Pathologist - <ul style="list-style-type: none"> ○ Speech Pathology Australia // Social Worker- <ul style="list-style-type: none"> ○ Australian Association of Social Workers // Medical Practitioner (registered) // Nurse (registered) <p>WITH demonstrated knowledge and skills in seeking and using labour market information, instructing job seekers in job seeking skills, locating jobs, negotiating placements with employers and using incentive programs for employers</p> <p>OR a vocational adviser who has at least 12 months' proven track record in placing disadvantaged job seekers with a new employer (minimum of five placements in this period) and is under the supervision of a qualified workplace rehabilitation consultant.</p>

This information is for guidance only and is not to be taken as an expression of the law. It should be read in conjunction with *the Workers Rehabilitation and Compensation Act 1988* and any other relevant legislation.



For more information contact WorkSafe Tasmania

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