

## Allied Health Assistance Qualification Equivalency

### Qualifications pre-approved as equivalent

Certificate 3 and 4 qualifications in Allied Health Assistance (AHA) have been analysed to identify subject profiles and establish key learning themes. Comparative analysis of direct subject alignment and key learning themes has been made with a range of Health, Disability, Mental Health and Community Services training programs to determine system-wide equivalency of these courses to Certificate 3 or 4 in AHA. Determination has also been made as to suitability of a limited set of discipline-specific qualifications for specific AHA roles. The table below outlines qualifications that are pre-approved across SA Health as equivalent to Certificate 3 and/or 4 in AHA.

**Pre-approved equivalency table**

QUALIFICATION	Certificate 3 in AHA (AHA 1 or 2 roles)	Certificate 4 in AHA (AHA 3 or 4 roles)
Disability Certificate 4	Equivalent	Equivalent
Leisure & Health Certificate 4	Equivalent	Equivalent
Individual Support (Home and Community) Certificate 3	Equivalent	Not equivalent (higher Certificate level required)
Individual Support (Ageing) Certificate 3	Equivalent	Not equivalent (higher Certificate level required)
Individual Support (Disability) Certificate 3	Equivalent	Not equivalent (higher Certificate level required)
Health Services Assistance Certificate 3	Equivalent	Not equivalent (higher Certificate level required)
Mental Health Certificate 4	Equivalent for Mental Health or SW support specific roles	Equivalent for Mental Health or SW support specific roles
Mental Health Diploma	Equivalent for Mental Health or SW support specific roles	Equivalent for Mental Health or SW support specific roles
Community Services Certificate 4	Equivalent for Mental Health or SW support specific roles	Equivalent for Mental Health or SW support specific roles
Community Services Certificate 3	Equivalent for Mental Health or SW support specific roles	Not equivalent (higher Certificate level required)
Community Pharmacy Certificate 4	Equivalent for Pharmacy Assistant roles	Equivalent for Pharmacy Assistant roles
Community Pharmacy Certificate 3	Equivalent for Pharmacy Assistant roles	Not equivalent (higher Certificate level required)
Flinders University Diploma of Allied Health	Equivalent	Not equivalent (higher qualification required)
AHP Bachelor or Masters current study (years 2, 3 or 4)	Equivalent	Equivalent

## Local management assessment of equivalency

### Alternate qualifications

Many current or prospective AHA employees will hold alternate qualifications at the relevant Certificate 3 or 4 level, or higher (Diploma or Bachelor degrees), that have not been centrally analysed for equivalency and are therefore not outlined in the pre-approved list. These qualifications may be considered equivalent to Certificate 3 or 4 in AHA for the purposes of meeting the minimum qualification requirement, where the qualification held is directly relevant to the work role undertaken by the employee.

In such cases, the alternate qualifications must be reviewed by local management on a case by case basis to confirm that the skills and knowledge provided by the qualification align with the skills and knowledge required within the specific work role. Such qualifications, if deemed equivalent for the fulfilment of a particular AHA role will not necessarily be considered equivalent for a different AHA role, either within the same health service or across SA Health.

A relevant certificate 3 will usually be considered suitable for AHA2 roles (equivalent to Certificate 3 AHA), and relevant Certificate 4, Diploma or Bachelor qualifications will usually be considered suitable for AHA3 and AHA4 roles (equivalent to Certificate 4 AHA).

Qualifications that may be considered by local management for equivalency include (but are not limited to):

- > An allied health professional qualification (gained within or outside Australia)
- > An AHA qualification gained in the United Kingdom, New Zealand or Canada
- > Bachelor of Human Movement or Health Studies
- > Diploma or Bachelor of Nursing
- > Certificate 3, 4 or Diploma in Fitness
- > Diploma of Orthotic and Prosthetic Technology
- > Diploma of Rehabilitation
- > Graduate Certificate in Human Nutrition
- > Certificate 3 or 4 in Aboriginal and Torres Strait Islander Primary Health Care Practice
- > Diploma or Bachelor of Early Childhood Services/Education

### Employment history

In addition to assessing the relevance of formal qualifications, and depending on the recruitment needs, workplace setting and the type of AHP work to be supported, a candidate's employment history and professional achievements should also be considered in determining if they possess the knowledge and skills equivalent to the Certificate 3 or 4 qualification in AHA. Where a current or prospective employee does not possess the relevant Certificate qualification the local manager must be able to clearly articulate the candidate's equivalency of skills and knowledge to support appointment to AHA level 3 and 4 positions.

### **Appointment to a different role**

If local management has previously assessed alternate qualifications and work history as equivalent and the employee applies to undertake a new AHA role with a different scope of work (e.g. supporting a different profession or client base), the equivalency of the qualification will need to be reviewed against the new work role.

### **Equivalency not determined**

Where local management is unable to clearly determine the relevance of the qualification held to the work role currently undertaken by the employee, a formal Recognition of Prior Learning (RPL) process facilitated by a Registered Training Organisation may be more suitable to confirm equivalency of qualification.

### **Example scenarios**

See below, a range of scenarios where individual equivalency has been approved through a Local Health Network decision-making process:

1. Candidate holds Certificate 3 in Fitness working as an AHA2 Exercise Physiology Assistant, whose role predominantly requires leading group fitness classes. In this case, the Certificate 3 in Fitness is relevant to the specific tasks to be undertaken in the role, and equivalent level to Certificate 3 in AHA.
2. Candidate completed a Bachelor of Physiotherapy overseas working as either an AHA2 or AHA3 Physiotherapy Assistant. In this case, the overseas Bachelor degree meets equivalency for Certificate levels 3 and 4 in AHA, and the qualification is relevant to the specific profession being supported.
3. Candidate holds a Bachelor of Early Childhood Education and is assisting Physiotherapy and Occupational Therapy therapeutic playgroups as an AHA2 or AHA3. In this case, the Bachelor degree meets equivalency for Certificate levels 3 and 4 in AHA, and the qualification is relevant to the client type (e.g. young children).
4. Candidate holds Certificate 3 in Individual Support (Disability) and has 20 years' experience working 1:1 with disability clients as a support and care worker, working as an AHA3 in a multi-disciplinary community disability service. In this case, the significant relevant employment experience, combined with the lower level Certificate qualification, meets equivalency for the Certificate 4 AHA required for this role.

### **Further advice**

Further advice to support local management assessment of equivalency can be sought from the Allied and Scientific Health Office.

Email: [healthalliedandscientifichealth@sa.gov.au](mailto:healthalliedandscientifichealth@sa.gov.au)

Phone: 8226 6406