



Health Practitioners – Use of Formal Qualifications and/or Professional Registration and Other Requirements as Essential Selection Criteria

The purpose of this supporting information is to advise of specific educational qualifications and/or professional registration and other requirements such as accreditation, society membership or licensing, to be cited as essential selection criteria on Job Description Forms for eligible health professions.

The attached occupation schedule indicates the correct wording to be utilised for the first criterion under Essential Selection Criteria and Appointment Factors in the Job Description Forms for these and various other health professions.

Selection criteria used to determine eligibility for appointment to a position should correlate directly to the competencies required to undertake the duties of the position. Eligibility for appointment is determined by essential selection criteria. Desirable selection criteria that may be specified are for the purpose of differentiating between candidates who would otherwise have been assessed as equally suitable for employment.

A field of applicants for a position may not be inappropriately restricted by the inclusion of unnecessary requirements for formal qualifications and / or professional registration or other unnecessary requirements in the essential selection criteria. The citation of the registration requirement is only appropriate where the duties to be undertaken fall within the regulatory scope of the statutory registration authority. Where other legislation or an industrial award or instrument requires formal qualifications for appointment to a position, these requirements are to be included as essential selection criteria.

Queries regarding classifications can be emailed to DoHClassification@health.wa.gov.au.

| OCCUPATION | FIRST CRITERION UNDER ESSENTIAL SELECTION CRITERIA | FIRST STATEMENT UNDER APPOINTMENT FACTORS |
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| Art Therapist | Master of Art Therapy or approved equivalent qualification and eligible for full professional membership with the Australian, New Zealand and Asian Creative Arts Therapies Association (ANZACATA). | Evidence of eligibility for or current full professional membership with the Australian, New Zealand and Asian Creative Arts Therapies Association (ANZACATA) must be provided prior to commencement. |
| Audiologist | Tertiary qualification in Audiology and eligible for full membership of Audiology Australia (AA). | Evidence of eligibility for or current full membership of the Audiology Australia (AA) must be provided prior to commencement. |
| Biomedical Engineer | Tertiary qualifications in Engineering, Biomedical Engineering or Science and eligible for membership of the College of Biomedical Engineers or Engineers Australia at the grade of Graduate or Member or associate membership of the Australasian College of Physical Scientists and Engineers in Medicine (ACPSEM). | Evidence of eligibility for or current membership of the College of Biomedical Engineers or Engineers Australia at the grade of Graduate or Member or associate membership of the Australasian College of Physical Scientists and Engineers in Medicine (ACPSEM) must be provided prior to commencement. |
| Cardiac Scientific Officer | Bachelor of Science or Applied Science majoring in Anatomical Science, Biomedical Science, Exercise Physiology or Human Biology OR Tertiary qualifications in Medical Imaging Technology or Nursing and eligible for registration with the relevant Board. | Evidence of holding an applicable tertiary qualification or equivalent as per selection criteria or registration by the relevant Board must be provided prior to commencement. |
| Clinical Neurophysiology Scientist | Tertiary qualification in medical sciences, clinical sciences, physiology, biomedical sciences or nursing, and eligible for full membership of the Association of Neurophysiology Scientists of Australia (ANSA). | Evidence of eligibility for or current full membership of the Association of Neurophysiology Scientists of Australia (ANSA) must be provided prior to commencement. |
| Clinical Perfusionist | Master of Science (Cardiovascular Perfusion) or Diploma of Perfusion accredited by the Australasian Board of Cardiovascular Perfusion or an equivalent qualification accredited by the UK, US or Canadian Boards of perfusion. | Evidence of accreditation by the Australasian Board of Cardiovascular Perfusion or by the UK, US or Canadian Boards of perfusion must be provided prior to commencement. |

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| Clinical Psychologist | <p>Registrar Grade 1 Masters or Doctoral degree in Clinical Psychology and eligibility for full registration and Clinical Psychology Registrar status with the Psychology Board of Australia.</p> <p>Grade 2, 3 and 4 Masters or Doctoral degree in Clinical Psychology and eligibility for full registration and endorsement in Clinical Psychology with the Psychology Board of Australia.</p> | <p>Evidence of current full registration by the Psychology Board of Australia and evidence of enrolment in the Registrar program must be provided prior to commencement.</p> <p>Evidence of current full registration by the Psychology Board of Australia and endorsement in Clinical Psychology must be provided prior to commencement.</p> |
| Dental Practitioner | Eligible for registration by the Dental Board of Australia. | Evidence of registration by the Dental Board of Australia must be provided prior to commencement. |
| Dietitian | Tertiary qualification in Dietetics and eligible for full membership of Dietitians Australia as an Accredited Practising Dietitian (APD). | Evidence of eligibility for or current full membership of the Dietitians Australia (DA) and Accredited Practising Dietitian (APD) status must be provided prior to commencement. |
| Engineer | Tertiary qualification in Engineering and eligible for membership of the Institution of Engineers Australia (Engineers Australia) at the grade of Graduate or Member or above. | Evidence of eligibility for or current for membership of the Institution of Engineers Australia (Engineers Australia) at the grade of Graduate or Member or above must be provided prior to commencement. |
| Exercise Physiologist | Tertiary qualification in Exercise Science and accreditation as an Accredited Exercise Physiologist with Exercise and Sports Science Australia (ESSA). | Evidence of accreditation as an Accredited Exercise Physiologist with Exercise and Sports Science Australia (ESSA) must be provided prior to commencement. |

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| Imaging Technologist Mammography | Tertiary qualification in Medical Imaging and eligible for registration with the Medical Radiation Practice Board of Australia and licencing with the Radiological Council of WA; or Relevant tertiary Health Science qualification and a Graduate Diploma of Mammography (GCM) and eligible for licencing with the Radiological Council of WA. | Evidence of current registration with the Medical Radiation Practice Board of Australia and/or licencing with the Radiological Council of WA must be provided prior to commencement. |
| Librarian | Tertiary qualification in library studies and eligibility for full professional membership of the Australian Library and Information Association (ALIA). | Evidence of eligibility for or current full professional membership of the Australian Library and Information Association must be provided prior to commencement. |
| Medical Imaging Technologist | Tertiary qualification in Medical Imaging and eligible for registration with the Medical Radiation Practice Board of Australia and licencing with the Radiological Council of WA. | Evidence of current registration with the Medical Radiation Practice Board of Australia and licencing with the Radiological Council of WA must be provided prior to commencement. |
| Medical Imaging Technologist / Sonographer | Tertiary Qualification in Medical Imaging and eligible for registration with the Medical Radiation Practice Board of Australia and licencing with the Radiological Council of WA. An ASAR accredited qualification in sonography and listed on the Australian Sonographer Accreditation Registry (ASAR) as an accredited medical sonographer in the relevant field. | Evidence of current registration with the Medical Radiation Practice Board of Australia, licencing with the Radiological Council of WA and evidence of listing on the Australian Sonographer Accreditation Registry (ASAR) as an accredited medical sonographer in the relevant field must be provided prior to commencement. |
| Medical Physicist | Tertiary qualification in Physics and eligible for associate membership of the Australasian College of Physical Scientists and Engineers in Medicine (ACPSEM). | Evidence of eligibility for or current associate membership of the Australasian College of Physical Scientists and Engineers in Medicine (ACPSEM) must be provided prior to commencement. |

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| Medical Practitioner | Eligible for registration by the Medical Board of Australia. | Evidence of registration by the Medical Board of Australia must be provided prior to commencement. |
| Medical Scientist | Tertiary qualification in medical science (insert relevant discipline) and eligible for membership of (insert relevant professional body). | Evidence of eligibility for or current professional membership of the relevant professional body must be provided prior to commencement. |
| Midwife (Registered) | Eligible for registration in the category of Midwife by the Nursing and Midwifery Board of Australia. | Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement. |
| Nuclear Medicine Technologist | Tertiary Qualification in Nuclear Medicine Technology and eligible for registration with the Medical Radiation Practice Board of Australia and licensing with the Radiological Council of WA. | Evidence of current registration with the Medical Radiation Practice Board of Australia and licensing with the Radiological Council of WA. |
| Nurse (Enrolled) | Eligible for registration in the category of Enrolled Nurse by the Nursing and Midwifery Board of Australia. | Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement. |
| Nurse (Practitioner) | Eligible for registration in the category of Registered Nurse with endorsement as a Nurse Practitioner by the Nursing and Midwifery Board of Australia. | Evidence of current registration by Nursing and Midwifery Board of Australia and endorsement as a Nurse Practitioner must be provided prior to commencement. |
| Nurse (Registered) | Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia. | Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement. |
| Occupational Therapist | Tertiary qualification in Occupational Therapy and eligible for registration by the Occupational Therapy Board of Australia. | Evidence of current registration by the Occupational Therapy Board of Australia must be provided prior to commencement. |

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| Optometrist | Tertiary qualification in Optometry and eligible for registration by the Optometrist Board of Australia. | Evidence of current registration by the Optometrist Board of Australia must be provided prior to commencement. |
| Orthoptist | Tertiary qualification in science and eligible for registration by the Australian Orthoptic Board. | Evidence of current registration by the Australian Orthoptic Board must be provided prior to commencement. |
| Orthotist and Prosthetist | Tertiary qualification in Prosthetics and Orthotics and eligible for full membership of the Australian Orthotic Prosthetic Association (AOPA). | Evidence of eligibility for or current full membership of the Australian Orthotic Prosthetic Association (AOPA) must be provided prior to commencement. |
| Pharmacist | Tertiary qualification in Pharmacy and eligible for registration by the Pharmacy Board of Australia. | Evidence of current registration by the Pharmacy Board of Australia must be provided prior to commencement. |
| Physiotherapist | Tertiary qualification in Physiotherapy and eligible for registration by the Physiotherapy Board of Australia. | Evidence of current registration by the Physiotherapy Board of Australia must be provided prior to commencement. |
| Podiatrist | Tertiary qualification in Podiatry and eligible for registration by the Podiatry Board of Australia. | Evidence of current registration by the Podiatry Board of Australia must be provided prior to commencement. |
| Psychologist | Tertiary qualification in Psychology and eligible for registration by the Psychology Board of Australia. | Evidence of current registration by the Psychology Board of Australia must be provided prior to commencement. |
| Radiation Therapist | Tertiary qualification in Radiation Therapy and eligible for registration with the Medical Radiation Practice Board of Australia and licensing with the Radiological Council of WA. | Evidence of current registration with the Medical Radiation Practice Board of Australia and licensing with the Radiological Council of WA must be provided prior to commencement. |

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| Respiratory Scientist | Tertiary qualification in medical sciences, clinical sciences, physiology or biomedical sciences and eligible for associate or ordinary membership of the Australia New Zealand Society of Respiratory Science (ANZSRS). | Evidence of eligibility for or current associate or ordinary membership of the Australia New Zealand Society of Respiratory Science (ANZSRS) must be provided prior to commencement. |
| Respiratory Sleep Scientist | Tertiary qualification in medical sciences, clinical sciences, physiology, biomedical sciences or nursing and eligible for membership of the Australia and New Zealand Sleep Science Association (ANZSSA). | Evidence of eligibility for membership of the Australia and New Zealand Sleep Science Association (ANZSSA) must be provided prior to commencement. |
| Social Worker | Tertiary qualification in Social Work and eligible for full membership of the Australian Association of Social Workers or the Society of Professional Social Workers. | Evidence of eligibility for or current full membership of the Australian Association of Social Workers or the Society of Professional Social Workers must be provided prior to commencement. |
| Sonographer | Tertiary Qualification in a related health/science field with an ASAR accredited qualification in sonography and listed on the Australian Sonographer Accreditation Registry (ASAR) as an accredited medical sonographer in the relevant field. | Evidence of listing on the Australian Sonographer Accreditation Registry (ASAR) as an accredited medical sonographer in the relevant field. |
| Speech Pathologist | Tertiary qualification in Speech Pathology and eligible for full membership of Speech Pathology Australia (SPA). | Evidence of eligibility for or current full membership of Speech Pathology Australia (SPA) must be provided prior to commencement. |