



MEMORANDUM OF UNDERSTANDING

**SSTU TAFE EMPLOYEE RELATIONS COMMITTEE
(STERC)**

APPROVED QUALIFICATIONS FOR APPOINTMENT POLICY

1. PURPOSE

- 1.1 To be eligible for appointment to the Advanced Skills Lecturer (ASL) and Principal Lecturer (PL) classifications as agreed in the *Western Australian TAFE Lecturers' General Agreement 2019* (the Agreement), or its replacement, lecturers are required to have a higher education/teaching qualification.
- 1.2 This Memorandum of Understanding (MOU) lists the qualifications deemed by the Colleges and the State School Teachers' Union of WA (SSTUWA) as approved, for the purposes of eligibility to ASL classifications and PL positions and describes the process for examining any further qualification/s not contained in the **Approved Qualifications List** (Attachment 1).
- 1.3 This MOU replaces the previous version of the MOU.

2. BACKGROUND

- 2.1 The TAFE Employers and SSTUWA agree to continue the TAFE Lecturers Qualification Framework (TLQF). The parties are committed to continuing to support and encourage lecturers to achieve a lecturing qualification to a level which is an approved higher teaching qualification agreed by both parties.
- 2.2 Consistent with subclause 30.11 and Schedule M – TAFE Lecturers' Qualifications Framework of the Agreement, a higher education/training qualification is required for eligibility for appointment to ASL classifications and PL positions.
- 2.3 STERC has delegated the responsibility to assess qualifications to a STERC sub-committee established within North Metropolitan TAFE (NMT). The NMT STERC sub-committee's role is to assess each qualification and determine whether STERC ratification is required.

3. APPROVED TEACHING QUALIFICATIONS LIST

- 3.1 The qualifications listed in **Attachment 1** are approved teaching qualifications for the purposes of eligibility for appointment to ASL classifications and PL positions.
- 3.2 In the event that the SSTUWA, a College or a lecturer considers that a qualification should be included in **Attachment 1**, they should forward comprehensive details relevant to the qualification (including the certificate of completion, course outline/s and unit descriptions) to the North Metropolitan TAFE Human Resources team who will provide them to the NMT STERC sub-committee for assessment. The email for sending information is HumanResources@nmtafe.wa.edu.au.
- 3.3 The NMT STERC sub-committee will be convened on an as needs basis to consider proposed qualifications.

- 3.4 The NMT STERC sub-committee may automatically approve and ratify any qualification it assesses as being directly equivalent to a qualification included in **Attachment 1**. STERC ratification will be required where a qualification may be considered unusual or contentious.
- 3.5 If a proposed higher education qualification is not directly equivalent to a qualification included in **Attachment 1**, it will only be approved for inclusion if at least 75% of the modules/units/subjects relate directly to teaching and learning. Masters and PhD qualifications will be assessed on a case by case basis and lecturers are encouraged to submit comprehensive details of their Masters and PhD qualification if it is not listed, consistent with paragraph 3.3 above.
- 3.6 If a qualification is approved in accordance with Clause 3.5, STERC's ratification will be sought.
- 3.7 When a qualification is ratified under 3.4 or 3.6, Training Sector Labour Relations (TSLR) at the Department of Training and Workforce Development must be informed. TSLR will update **Attachment 1** and distribute it to Human Resource Managers/Directors and STERC representatives.

4. DISPUTE SETTLEMENT PROVISION

- 4.1 In the event of any dispute arising from the implementation of this memorandum, an employee may access the Dispute and Grievance Resolution Procedure as prescribed by Clause 12 of the Agreement.

5. OVERSEAS QUALIFICATIONS

- 5.1 With the exception of New Zealand, where a mutual recognition agreement is in place, overseas qualifications would have to be recognised through the normal channels, i.e. the Overseas Qualifications Unit.

AUTHORITY



Helen Smart
Managing Director, North Regional TAFE
(on behalf of the Colleges)
Dated: 16 February 2023



Matt Jarman
President, SSTUWA
Dated: 17.2.23

APPROVED QUALIFICATIONS FOR ELIGIBILITY TO ASL CLASSIFICATIONS AND PL POSITIONS

Current as at June 2025

Qualifications for ASL classifications and PL positions	
Bachelor of Education	Any Australian or New Zealand higher education institution
Graduate Diploma in Education	Any Australian or New Zealand higher education institution
Master of Educational Studies (One year of which must be related to teaching and learning)	Curtin University
Graduate Diploma (Teaching English to Speakers of Other Languages) (TESOL)	Curtin University
Graduate Diploma of Education (Higher & Further)	Curtin University
Graduate Diploma of Education (Secondary Education)*	Curtin University
Post Graduate Diploma in Health Science Education	Curtin University
Bachelor of Arts (Education) TAFE	Curtin University
Bachelor of Arts (Training and Development)	Curtin University
Bachelor of Arts Education (Vocational Education and Training)	Curtin University
Associate Degree in Training and Development	Curtin University
Associate Diploma in Training & Development	Curtin University
Master of Education (Fee Paying) (One year of which must be related to teaching and learning)	Edith Cowan University
Master of Training and Development (One year of which must be related to teaching and learning)	Edith Cowan University
Bachelor of Arts (Education)	Edith Cowan University
Bachelor of Arts (Training and Development)	Edith Cowan University
Bachelor of Arts in Training and Development	Edith Cowan University
Bachelor of Arts in Education (Primary)	Edith Cowan University
Bachelor of Learning and Organisational Development	Edith Cowan University
Associate Degree Training and Development	Edith Cowan University
Associate Diploma in Training & Development	Edith Cowan University
Associate Degree of Arts in Training and Development	Edith Cowan University
Diploma of Training and Development	Edith Cowan University
Graduate Diploma of Arts (Language Studies, Teaching English as a second language to Adults)	Edith Cowan University
Graduate Diploma of Nurse Education	Edith Cowan University
Master of Nurse Education	Edith Cowan University
Master of Education in Adult Training (One year of which must be related to teaching and learning)	Murdoch University
Bachelor of Professional Studies in Education	Murdoch University
Graduate Diploma in Education (Tertiary and Workplace)	Murdoch University
Graduate Diploma in Education (Tertiary and Adult)	Murdoch University
Master of Teaching (Secondary)	Murdoch University
Master of Education	Murdoch University
Bachelor of Vocational Education	University of Notre Dame
Masters of Education (One year of which must be related to teaching and learning)	University of WA
Masters in Music Education (One year of which must be related to teaching and learning)	University of WA
Preliminary Master in Music Education	University of WA
Graduate Diploma in Educational Studies	University of WA
Bachelor of Arts (Training and Development)	University of WA
Diploma of Education (when accompanied with a degree)	University of WA
Educational Studies	University of WA
Masters in Health Professional Education	University of WA
Graduate Diploma in Educational Administration	WAIT
Diploma of Teaching (TAFE)	WAIT
Vocational Graduate Diploma	Various
Graduate Diploma of Adult Language, Literacy and Numeracy Practice	Various
Master of Education (Teaching English to Speakers of Other Languages)(TESOL)	Deakin University

Master of Professional Education and Training (Workplace and Vocational Education and Training) (One year of which must be related to teaching and learning)	Deakin University
Master of Adult and Vocational Education (One year of which must be related to teaching and learning)	Griffith University
Graduate Diploma of Adult and Vocational Education	Griffith University
Bachelor of Training	Griffith University
Graduate Diploma in Vocational Education and Training	Latrobe University
Graduate Diploma in Industry Training and Education	Latrobe University
Master of Education in Adult Training (One year of which must be related to teaching and learning)	University of Melbourne
Graduate Diploma of Training and Development	University of Melbourne
Bachelor of Training and Development	University of New England
Graduate Diploma in Further Education and Training (GDFT)	University of Southern Queensland
Bachelor of Vocational and Education and Training	University of Southern Queensland
Graduate Diploma in Vocational and Workplace Learning	University of Technology Sydney
Graduate Diploma in Adult Literacy and Numeracy Teaching	University of Technology Sydney
Graduate Diploma in Adult Basic Education	University of Technology Sydney
Master in Education in Adult Education (One year of which must be related to teaching and learning)	University of Technology Sydney
Master of Education	Charles Sturt University
Graduate Diploma of Adult and Vocational Education	Charles Sturt University
Graduate Diploma of Teaching English to Speakers of Other Languages (TESOL)	Charles Sturt University
Associate Degree in Adult and Vocational Education	Charles Sturt University
Bachelor of Vocational Education and Training	Charles Sturt University
Bachelor of Adult and Vocational Education (Training Systems & HR Management)	Charles Sturt University
Associate Degree of Vocational Education and Training	Charles Sturt University
Graduate Diploma of Vocational Education and Training	Charles Sturt University
Bachelor of Teaching (Early Childhood)	Charles Sturt University
Graduate Diploma of Vocational Education and Training	Southern Cross University
Master of Organisational Development and Training	Southern Cross University
Graduate Diploma of Training and Development	Southern Cross University
Bachelor of Training and Development	University of New England
Graduate Diploma – Adult Vocational and Workplace Learning	University of SA
Masters of Education	University of Southern Queensland
Graduate Diploma in Further Education and Training	University of Southern Queensland
Bachelor of Further Education and Training	University of Southern Queensland
Bachelor of Adult and Vocational Education	University of Tasmania
Diploma of Teaching	Tasmanian State Institute of Technology
Higher Certificate	Ed. Department/Ministry of Education
Master of Health Science (Education)	University of Sydney
Diploma of Teaching	Claremont Teacher's College
Diploma of Teaching	Churchlands Teacher's College
Teachers Certificate (Technical)	TES
Diploma of Technical Teaching	TES
Diploma of Technical Teaching	TES
Teachers Certificate (Technical)	TES
Higher Certificate	Education Department/Ministry of Education
Diploma in Art Teaching	Education Department/Ministry of Education
Diploma in Primary Teaching	Education Department/Ministry of Education
Diploma in Teaching (Secondary)	Education Department/Ministry of Education
Diploma in Teaching (Primary)	Education Department/Ministry of Education
Master of Science in Digital Education	University of Edinburgh
Graduate Diploma of Teaching English to Speakers of Other Languages (TESOL)	University of Wollongong
Graduate Diploma (Adult and Vocational Education)	University of Wollongong
Master of Clinical Education**	University of East Anglia

Graduate Diploma (Secondary)	La Trobe University
Master of Education (One year of which must be related to teaching and learning)	University of NSW
Certificate of Education	London Metropolitan University
Associate Degree of Vocational Education and Training	Federation University - Australia
Graduate Diploma in Teaching and Learning	Charles Darwin University
Bachelor of Teaching (Early Childhood)	Queensland University of Technology
Master of Science in Education	California State University East Bay (USA)
Bachelor of Education with Honours (TESOL)	Chichester Institute of Higher Education in the UK