

Memorandum of Understanding

**on the Recognition of School Certificates, Technical and Vocational Awards
and Higher Education Awards**

between the

National Office of Overseas Skills Recognition

in the

Australian Department of Employment, Education, Training and Youth Affairs

and the

Zentralstelle für ausländisches Bildungswesen

(Central Office for Foreign Education)

in the

Secretariat of the Standing Conference of Ministers of
Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany

This Memorandum, signed and exchanged on 11 September 1998, replaces the Record of Understanding signed in September 1997 between the National Office of Overseas Skills Recognition and the *Zentralstelle für ausländisches Bildungswesen*.

The National Office of Overseas Skills Recognition (NOOSR) and the *Zentralstelle für ausländisches Bildungswesen* agree on the following recommendations for the mutual recognition of school certificates, of technical and vocational qualifications and of university degrees:

A. SCHOOL EDUCATION

School education in Australia and Germany should be regarded as at a similar level and exit points should be recognised as comparable. It should be noted that the recognition of overseas school awards rests with the Australian State and Territory Government authorities and in Germany with the *Länder* and *Länder* agencies. German and Australian applicants wishing to study in the other country must demonstrate an appropriate level of competence in the language of tuition.

Note that although the Australian Qualifications Framework refers to the Australian Senior Secondary Certificate of Education as a national Year 12 award, the Australian States and Territories have retained their individual awards at this level.

- 1 NOOSR will recommend the acceptance of the German *Hauptschulabschluss* and *Realschulabschluss* and completion of year 10 of the *Gymnasium* at the level of an Australian State or Territory Year 10 award, or completion of year 10 in Australia.
- 2 The *Zentralstelle* will recommend recognition of an Australian State or Territory Year 10 award (or completion of year 10 in Australia) at the level of the German *Hauptschulabschluss* and *Realschulabschluss* and completion of year 10 of the *Gymnasium*. If there is a significant difference in foreign language content, the qualification will be evaluated individually, and provisional acceptance may be granted.
- 3 NOOSR will continue to recommend the acceptance of the *Abitur*, and other German school leaving certificates regarded by the German Authorities as equivalent to the *Abitur*, as comparable to an Australian State and Territory Year 12 award.
- 4 NOOSR will also recommend that the *Fachhochschulreife* be regarded as comparable to the level of an Australian State and Territory Year 12 award.
- 5 NOOSR will continue to recommend that the *Reifezeugnis* from the former German Democratic Republic be regarded as comparable to the level of an Australian State and Territory Year 12 award.

B. RECOGNITION OF SCHOOL LEAVING CERTIFICATES FOR ADMISSION TO UNIVERSITIES

The German *Abitur* and the Australian State and Territory Year 12 awards all represent completion of the full cycle of secondary school education. Holders of the *Abitur* are legally entitled to admission to a German University; holders of an Australian Year 12 award also require a tertiary entrance score or rank appropriate to the programme in which they wish to enrol. German and Australian applicants wishing to study in the other country must demonstrate an appropriate level of competence in the language of tuition.

- 1 NOOSR recommends that holders of the *Abitur*, *Fachhochschulreife* and the (former GDR) *Reifezeugnis* should be granted direct admission to universities in Australia. It should be noted that the subject combinations of the German awards may not always fulfil the requirements regarding prerequisites for entry to some specific courses in Australia.
- 2 The Conference of the Ministers of Education and Cultural Affairs has decided on September 12 1997 to give direct admission to universities and *Fachhochschulen* in Germany to holders of an Australian State and Territory Year 12 award in specified subjects and in combination with an appropriate Tertiary Entrance Score.
- 3 Both sides note that the traditional way of admission of foreign students to German universities through a 'bridging course' (*Studienkolleg*), combining language education and subject education, may remain as an alternative.
- 4 Both sides acknowledge that higher education in Australia can be accessed by pathways other than a Year 12 award. Non-traditional admission procedures should be evaluated individually. NOOSR undertakes to provide information to assist the *Zentralstelle* in identifying the educational level both of Australian Qualifications Framework (AQF) awards and of Australian tertiary preparation courses.

C. TECHNICAL AND VOCATIONAL EDUCATION

Both sides note that because of structural differences and diversity in this sector comparison of awards is difficult. NOOSR and the *Zentralstelle* note that the Australian technical and vocational education system is moving to competency-based training. From 1 January 1995, Australia has been introducing the Australian Qualifications Framework (AQF) to accommodate this change. Individual assessment will therefore be the normal method of evaluation.

NOOSR's existing guidelines for Germany are in terms of the Register of Australian Tertiary Education (RATE) system. NOOSR is currently reviewing its assessments in terms of the new AQF system, including for certificates issued under the German 'dual system' which do not relate to a trade in Australia, taking into account comparability of functions. Trades Recognition Australia (TRA) will continue to assess the German certificates which are considered trades in Australia.

NOOSR undertakes to continue collecting information to assist the *Zentralstelle* to develop recognition of the AQF qualifications. The *Zentralstelle* undertakes to provide NOOSR and TRA with information about the certificates awarded under the 'dual system' to assist NOOSR and TRA to develop recognition of the German certificates in terms of the AQF award system.

- 1 A *Facharbeiterbrief* (Specialist Worker Certificate) with a specific occupational title, a *Gesellenbrief* (Journeyman or Skilled Worker Certificate) with a specific occupational title or a *Prüfungszeugnis* with a specific occupational title awarded by a Chamber of Commerce or Industry or Agriculture in a field or occupation which is regarded as a trade in Australia will continue to be assessed by Trades Recognition Australia or by Australian State and Territory trade authorities.

Currently, successful applicants who are permanent residents of Australia receive an Australian Recognised Trade Certificate in the appropriate classification(s) which is accepted throughout Australia.

- 2a Until such time as the guidelines in the *Country Education Profile* for Germany are reviewed and superseded by new published guidelines, NOOSR will continue to assess the *Prüfungszeugnis* (Examination Certificate) from a Chamber of Commerce and Industry, in a field or occupation which is not regarded as a trade in Australia, and requiring two years of study undertaken in conjunction with an apprenticeship, as comparable to the level of an Australian TAFE Advanced Certificate (stream 3300) in the RATE system.
- 2b Qualifications at this level—such as a *Prüfungszeugnis* (Examination Certificate) from a Chamber of Commerce and Industry, a *Facharbeiterbrief* (Specialist Worker Certificate), a *Kaufmannsgehilfenbrief* (Commercial Assistant Certificate) or a *Gesellenbrief* (Journeyman or Skilled Worker Certificate) awarded by a Chamber of Commerce or Industry or Agriculture—where the field of study or occupational title is not regarded as a trade in Australia will be considered by NOOSR for comparison with AQF awards on an individual basis.
- 3 The *Zentralstelle* will continue to regard Australian trade qualifications at the level of a German *Prüfungszeugnis einer Handelskammer* or at the level of a *Gesellenbrief* or a *Facharbeiterbrief*
- 4 NOOSR will continue to regard a *Prüfungszeugnis* with a title such as *Technischer Assistent* or *Staatlich geprüfter Techniker* awarded by a *Fachschule* and requiring at least two years of full-time study following initial vocational training and/or the required work experience as comparable to the level of an Australian Associate Diploma in the RATE system. Other *Fachschulen* qualifications will be considered individually.
- 5 The *Zentralstelle* will continue to regard Australian Associate Diplomas in the RATE system in technical fields at the level of diplomas awarded by German *Fachschulen* such as *Technischer Assistent* or even *Staatlich geprüfter Techniker*.

D. HIGHER EDUCATION

In principle, periods of study at higher education institutions in Australia or Germany should be regarded as comparable on a year-to-year basis. However, there are programmes and awards in each system which do not lend themselves to direct comparisons with awards in the other system, and which may need to be considered individually, depending on the purpose for which an evaluation is required. NOOSR assesses foreign qualifications in terms of their general educational level in Australian terms, while *Zentralstelle* evaluations are primarily for the purposes of admission to study in German educational institutions, or to a profession.

Both sides understand that admission decisions are taken by the individual institutions on the basis of their own regulations.

- 1 NOOSR will recommend that the German *Vordiplom/Zwischenprüfung* can be regarded as comparable to two years of tertiary study (two years of examined work) towards a Bachelor degree in Australia.
- 2 NOOSR will continue to assess the *Diplom (BA)* from the *Berufsakademie* on a individual basis, taking into account the resolution of the KMK, giving holders of the *Diplom (BA)* the same rights and privileges as the holders of the *Diplom (FH)*.
- 3 The *Zentralstelle* will no longer recommend that an Australian Master degree by research is always a necessary prerequisite for admission to doctoral studies in Germany. The *Zentralstelle* will recommend that the Australian Bachelor with Honours/Honours Bachelor degree with thesis or research project and the classification 'First Class' or 'Second Class, Upper Division'—variously described, for example, as Second Class, Division A (2A) or Second Class, Division I (2.I or 2.i)—should be regarded as appropriate for direct admission to doctoral studies (by research and defended thesis) in Germany.
- 4 The *Zentralstelle* will continue to regard an Australian Master degree by research as appropriate for direct admission to doctoral studies in Germany.

Holders of an Australian Master degree by coursework (which includes a research component) should be evaluated individually.

Holders of an Australian Master degree whose qualifications do not fulfil the requirements may be asked to write a research paper in Germany before admission is granted. Candidates should no longer be asked to sit the German *Diplom*-, *Magister*-, or *Staatsexamenprüfung* to be eligible for admission to doctoral work in Germany.

- 5 NOOSR will continue to recommend that the German (University) *Diplom*, *Magister* and *Staatsprüfung* should be regarded as a qualification giving direct admission to doctoral studies in Australia. Normally a grade of 'good' or 'very good' would be required.

NOOSR will also recommend that the holder of a *Diplom* with a grade of 'good' or 'very good' from a *Fachhochschule*, should be eligible for entry to doctoral studies in Australia, based on an individual assessment of the *Diplom* programme. Holders of the *Diplom (FH)* whose qualifications do not fulfil the requirements may be asked to enrol initially in a Master degree by research, to be upgraded to doctoral studies on evidence of satisfactory progress over one year.

- 6 The Australian PhD and the German Doctorate should be regarded as comparable.

The Australian Professional Doctorate should be regarded in Germany—which has no such degree—as comparable to the normal doctorate (*Promotion*). The Professional Doctorate is a doctorate undertaken by professionals, and requiring the submission and defence of a normal thesis.

- 7 NOOSR will review its recommendations concerning the awards of the former German Democratic Republic, noting the German Comparison Scheme.

E. PROFESSIONAL RECOGNITION

Both sides agreed that there are practices in place in Australia and Germany for the recognition of higher education awards for professional purposes.

In Australia, professions may be regulated, partially regulated or unregulated. Entry to the regulated professions is a matter for registration authorities operating under State or Territory legislation. Regulated professions include most health-related professions, law and architecture. There are also a number of professions, notably accountancy and engineering, for which registration or licensing is confined to specific areas of professional activity. However, even when registration is not mandatory, membership of the appropriate professional body is often helpful for employment purposes. Some professional bodies may also participate in the accreditation of professional programmes offered by universities.

In Germany, professions of public interest are regulated through the Federal and *Länder* authorities. The *Zentralstelle* explained that the state regulations for regulated professions such as teachers, lawyers and doctors demand *Gleichwertigkeit* (full equivalence) for recognition of foreign degrees.

Both sides agree on the desirability of exploring avenues for mutual recognition in professional fields and will provide further information concerning the regulations on professional recognition and the necessary procedures.

- 1 NOOSR will continue to recommend that German academic degrees be accorded appropriate academic recognition by the relevant professional bodies in Australia.
- 2 The *Zentralstelle* will recommend that Australian professional Bachelor degrees of four or more years' duration should be assessed individually.
- 3 All Australian academic degrees may be used in Germany in public upon due application for authorisation by the Ministries of Education and Science of the *Länder*. In some *Länder*, it may be possible to use the German version of the degree, depending on the degree of equivalence established. The *Zentralstelle* will recommend that this permission is granted.

F. FURTHER COOPERATION

- 1 Both sides will bring this Memorandum of Understanding to the attention of educational institutions, relevant Government agencies and professional bodies in their respective countries, and recommend its adoption
- 2 Both sides agree to exchange information on relevant educational matters and cooperate in the assessment of individual qualifications.
- 3 Both sides consider this document helpful for improving mobility and facilitating academic exchanges between the two countries.
- 4 NOOSR and the *Zentralstelle* agree that the application of this Memorandum of Understanding should be monitored and the text amended as necessary.

G. FORMAL ENDORSEMENT

This Memorandum of Understanding will come into effect after the signed texts have been exchanged.

(J. Ledger)
National Office of Overseas
Skills Recognition

(G. Reuhl)
*Zentralstelle für ausländisches
Bildungswesen*

APPENDIX A

**NOOSR'S INFORMATION ON TECHNICAL AND VOCATIONAL EDUCATION
IN AUSTRALIA**

Australia is currently in the process of moving from accrediting technical and vocational qualifications in the old system of Register of Australian Tertiary Education (RATE) awards and Australian Recognised Trade Certificates to the Australian Qualifications Framework (AQF) awards. This transition will be complete by the year 2000.

NOOSR's revised guidelines—published in those *Country Education Profiles* which have appeared since the introduction of the AQF—reflect these changes in Australian technical and vocational education. However, the *Profile* for Germany is yet to be revised, and the current assessment guidelines are in terms of the RATE system only.

Currently, the German qualifications *Facharbeiterbrief*, *Gesellenbrief* and *Prüfungszeugnis* awarded on completion of education in the 'dual system' in fields which are considered trade occupations in Australia are assessed by Trades Recognition Australia. Holders of such certificates are issued with an Australian Recognised Trade Certificate which recognises that the holder is capable of doing the full range of work done by, and to the same skill level as, a tradesperson in Australia. In order to be recognised in Australia, German qualifications should usually include four years of employment experience (including the period of apprenticeship).

The Australian Recognised Trade Certificate has been considered in Australia to be equivalent to a Technical and Further Education (TAFE) Trade Certificate [stream 3200] in the RATE system. The Trade Certificate [stream 3200] has been the nationally recognised certificate awarded on completion of the initial trade or vocational courses which train apprentices in the theory and manual skills required for particular trades and supplement the training and experience received by apprentices on-the-job. Courses are studied in either block or day release in areas such as bricklaying, carpentry and joinery, plumbing, painting and decorating, electrical engineering, electronics, automotive engineering, fitting and machining, metal fabrication, horticulture, hairdressing, printing, commercial cookery and butchery.

Other German certificates awarded on completion of 'dual system' programmes, but where the occupation is not considered a trade in Australia, including the *Prüfungszeugnis* awarded by a Chamber of Commerce and Industry, are currently assessed by NOOSR as comparable to the level of an Australian TAFE Advanced Certificate [stream 3300] in the RATE system.

Existing trade qualifications are being replaced by Training Packages. Trade qualification nomenclature will become consistent with AQF nomenclature as new packaging (Training Packages) of vocational education and training is introduced. The Training Packages will be nationally endorsed and contain a range of pathways and AQF qualifications. AQF Certificate III qualifications will usually apply to former trade certificates, although in a minority of cases the AQF Certificate IV may be used. Qualifications will clearly identify the competencies achieved. NOOSR undertakes to continue collecting information about the Training Packages to assist the *Zentralstelle* in its recognition of trade qualifications in the AQF system.

The AQF is not a simple conversion of qualifications from the RATE system. This can be seen from the comparison of awards in the table below.

RATE	AQF Broad Bands
Doctoral Degree	Doctoral Degree
Master Degree	Master Degree
Graduate Diploma	Graduate Diploma
Graduate Certificate	Graduate Certificate
Bachelor Degree	Bachelor Degree
Diploma	Advanced Diploma Diploma
Associate Diploma	Advanced Diploma Diploma Certificate IV
Advanced Certificate	Diploma Certificate IV Certificate III
Certificate	Certificate IV Certificate III Certificate II Certificate I

APPENDIX B

**INFORMATION ON PROFESSIONAL RECOGNITION IN AUSTRALIA
AND THE FEDERAL REPUBLIC OF GERMANY****1 Recommendations of the Central Office for Foreign Education for the Recognition of
Australian Professional Qualifications**

When asked by the competent bodies for expert advice on the recognition of Australian professional qualifications in the Federal Republic of Germany, the Central Office for Foreign Education will give the following recommendations:

Australian teaching qualifications (Bachelor of Arts/Science, plus Diploma in Education or a four-year integrated Bachelor of Education) are recommended for recognition at the level of German teaching qualifications (*Staatsprüfung für das Lehramt an Grundschulen, Realschulen und Gymnasien*). The Australian Honours Bachelor degree (plus Diploma in Education) will be evaluated at the level of the *Staatsprüfung für das Lehramt an Gymnasien*.

The Australian Bachelor and Master degrees in the field of **economics, business administration and commerce** are compared to German qualifications awarded by *Fachhochschulen* and *Universitäten* (*Diplom-Betriebswirt, Diplom-Volkswirt*). The Australian Honours Bachelor degree will be evaluated at the level of the German university *Diplom*.

Holders of these degrees will thus be eligible for further practical training and to sit for the examinations required for entry into the **accounting professions** (*Steuerberater, Wirtschaftsprüfer*) under the same conditions as their German counterparts.

The Australian Honours **Bachelor of Engineering and Master of Engineering** will be evaluated at the level of the German *Diplom-Ingenieur* from a university.

Comparison of the Australian Bachelor of Engineering with German *Fachhochschulen* or *Universitäten* degrees (*Diplom-Ingenieur*) will depend on the duration of the programme and the thesis requirement.

Holders of an Australian degree in Engineering may receive authorisation to use the German title of *Ingenieur*.

The Australian **Bachelor of Architecture and Master of Architecture** are compared to the German university degree (*Diplom-Ingenieur*) in Architecture.

Holders of the Australian Bachelor of Architecture may be authorised to use the German title of *Architekt* provided that they complete the statutory requirement of further practical work experience required for registration.

The **medical Bachelor degree** (Bachelor of Medicine and Bachelor of Surgery) after six years of study plus registration as a Medical Practitioner may be compared to the level of a fully-qualified medical doctor in Germany.

The same applies to final qualifications in **dentistry and veterinary medicine**.

Holders of these Australian qualifications may apply for permission to undertake further specialist training or a licence to practice from the respective bodies of the *Länder*.

The Australian professional (Bachelor) degree in **pharmacy** will be recognised at the level of the *German Zweite Abschnitt der Pharmazeutischen Prüfung* (second part of the pharmaceutical examination). The third part of the pharmaceutical examination must be taken in Germany.

2 Recognition of German Qualifications in Australia

In Australia, entry to the professions is controlled by the professions and/or through registration authorities operating under State and Territory legislation, and these bodies are also responsible for the recognition of foreign qualifications. The material in the various NOOSR booklets is designed to help individuals to understand the recognition process, but does not explicitly indicate the degree of recognition accorded to qualifications from individual countries.

Accountancy

There are three major accounting bodies in Australia: the Australian Society of Certified Practising Accountants (ASCPA), the Institute of Chartered Accountants of Australia (ICAA) and the National Institute of Accountants (NIA). The ASCPA and the ICAA are both graduate-entry professional accounting bodies; the NIA requires Associate Members to have at least an Australian Associate Diploma in accounting or equivalent. For migration purposes, accountancy is defined as a graduate-entry profession.

Entry to the accounting profession in Australia may be obtained in a number of ways for applicants with overseas qualifications assessed by NOOSR at graduate (Bachelor degree) level. Foreign-qualified accountants who meet the initial educational criteria must normally complete additional studies as specified by the professional body concerned—either the ASCPA or ICAA. Full professional status then requires completion of a professional programme ('CPA Program' or 'Professional Year', respectively) conducted by the relevant body, and completion of substantial practical experience, such as three years' supervised practice (requirements differ between the two associations). Graduate conversion courses are available to enable local and overseas graduates in fields other than accounting to satisfy the educational requirements of the professional bodies concerned.

Competency testing procedures are being developed by the ASCPA and the ICAA for foreign-trained accountants with qualifications not assessed by NOOSR as being at graduate level.

In summary, since the *Fachhochschule* and *Universität Diplom* are assessed at Bachelor degree level by NOOSR, German graduates meet the initial educational requirements, although additional studies will normally be necessary and qualification as a professional accountant may take some years to obtain.

Australian residents with foreign qualifications in accountancy may also be eligible to join the National Institute of Accountants (NIA). Applicants require educational qualifications at least at the level of an Australian Associate Diploma, plus relevant experience. Foreign-trained applicants with qualifications at an appropriate level will normally have to complete additional studies in order to gain Associate Membership. Full Member status is open to Associate Members with three or more years of relevant experience who complete the NIA's Graduate Certificate in Professional Accounting.

It should be noted that accountancy is not a registrable profession in Australia, except in a limited number of specialist fields. Although membership of the ASCPA, ICAA or NIA may assist foreign-trained accountants in gaining employment, it is not a statutory requirement. They can therefore provide a range of accountancy services without being members of any of the Australian accountancy bodies, provided they have permission to work in Australia.

Engineering

Holders of a *Diplom-Ingenieur* from a German *Universität* or *Fachhochschule* may, like other overseas qualified professional engineers, apply for membership of the Institution of Engineers, Australia (IEAust). Eligibility for membership of the IEAust is dependent on an applicant confirming that their qualifications meet the academic requirement to confer recognition in Australia as a professional engineer.

Applicants are initially required to apply for a formal assessment of their qualifications by the IEAust to establish the equivalence of their qualifications. Applicants applying for a formal assessment are currently required to submit an appropriately certified copy of the award testamur and study record for each year of the course. Some qualifications may be assessed as conferring immediate recognition, including those covered under mutual recognition agreements between the IEAust and counterpart professional bodies overseas.

Where equivalence cannot be clearly established, applicants are invited to submit a competency demonstration report mapping their professional work experience since graduation against the National Competency Standards for Professional Engineers in Australia. The IEAust proposes to combine the two separate assessments (one the assessment of the academic qualifications and two

the assessment of the professional experience) into one assessment process for implementation later in 1998.

The IEAust advises that a *Diplom-Ingenieur* awarded by a *Universität, Technische Hochschule, Ingenieurhochschule* and *Gesamthochschule* is recognised as meeting the academic requirement to confer recognition as a professional engineer in Australia if the content of the study record is assessed as comparable with that of a four-year accredited professional engineering course in Australia.

A *Diplom-Ingenieur* awarded by a *Fachhochschule* after 1980 is recognised as meeting the academic requirement to confer recognition in Australia provided that the study record is assessed as being equivalent to a four-year professional engineering qualification.

In certain cases the *Fachhochschule* qualification may be assessed as meeting the academic requirement to confer recognition as an Engineering Technologist in Australia.

It should be noted that registration requirements do exist in Australia. On behalf of the profession, the IEAust administers a national register for professional engineers (NPER) in Australia. The register is recognised by several State Governments for regulatory purposes. The National Professional Engineers Register is open to independently practising professional engineers who satisfy the National Competency Standards for Professional Engineers in Australia.

Although membership of the IEAust may enhance the prospects of overseas-qualified professional engineers to gain employment in Australia it is not a statutory requirement. For migration purposes confirmation by the IEAust that the applicant holds qualifications which meet the academic requirement to confer recognition in Australia is essential.

Architecture

Architecture is a registrable profession in Australia and holders of foreign qualifications who wish to use the title of Architect must therefore be registered. Holders of a *Diplom-Ingenieur* in architecture from a German university, like other foreign trained architects, are initially assessed by the Architects Accreditation Council of Australia (AACA) on the basis of whether their educational qualifications are comparable to an approved qualification from a recognised school of architecture in Australia. Only graduates of AACA-accredited programmes in Australia and New Zealand are

regarded as automatically meeting these requirements. Qualifications from other countries are assessed individually by the AACA. Additional registration requirements for both Australian and foreign-trained architects include two years of practical experience working in an architect's office under the supervision of a registered architect—of which at least one year must be spent in Australia—and a pass in the AACA Architectural Practice Examination.

Holders of the *Diplom (Fachhochschule)* do not meet the educational requirements for registration as an architect in Australia, but may be eligible to complete a bridging programme in order to obtain professional recognition.

Teaching

In Australia, school education and the recruitment of teachers is primarily the responsibility of the State and Territory governments through their departments of education or registration boards. Each State and Territory has its own requirements and procedures for teacher employment, and as a result there are differences in this area between individual States and Territories. The minimum requirement for employment as a teacher in Australia is three years of teacher education, that is, three years of tertiary education, including one year of professional education and an appropriate amount of supervised teaching practice, and foreign qualifications are assessed against the minimum professional requirements for this occupation in Australia.

Although the minimum requirement for entry to the teaching profession in Australia is three years of tertiary teacher training, some teacher registration and/or employing bodies are moving, or have moved, towards a minimum requirement of **four years** of tertiary teacher training.

The following qualifications from the Federal Republic of Germany* are considered comparable to at least **four years of teacher education** in Australia:

- Successful completion of the First and Second State Examinations for teachers (where the First State Examination is taken on a completion of a programme of eight or more semesters in duration); or
- Successful completion of the academic requirements for the First State Examination for Teachers, provided the programme is normally at least eight semesters in duration and includes at least one year of professional education and an appropriate amount of supervised teaching practice.

The following qualifications from the Federal Republic of Germany* are considered comparable to at least **three years of teacher education** in Australia:

- Successful completion of the academic requirements for the First State Examination for Teachers, when the programme is normally six or seven semesters in duration and includes at least one year of professional education and an appropriate amount of supervised teaching practice.

*Qualifications obtained in the German Democratic Republic prior to unification (October 1990) need to be considered individually. Other teaching qualifications not mentioned above are assessed individually.

These guidelines on the professional comparability of German qualifications have been developed by the NOOSR Panel in Teaching for migration purposes. They may also be used by teacher registration boards and teacher employing authorities to determine the comparability of overseas teaching qualifications, but it should be noted that employers and registration boards have their own criteria for determining the acceptability of individual applicants and their classification for salary purposes.

Medicine

Medical practitioners Australia must be registered in order to practise. Only graduates of programmes accredited by the AMC in Australia and New Zealand are automatically eligible for registration, and all other professional medical practitioners, including holders of a German medical degree (*Arzt*) with the *Ärztliche Prüfung* and certification as a medical practitioner (*Approbationsurkunde*) are required to undertake the examination procedure conducted through the Australian Medical Council (AMC). This examination is in three parts and comprises:

- an Occupational English Test (OET);
- a multiple-choice examination (MCQ); and
- a clinical examination (a quota currently applies to the clinical examination, based on merit order performance in the MCQ).

These examinations are taken sequentially.

Candidates who pass all stages of the AMC examinations may then have to complete a period of supervised training as determined by the relevant State or Territory medical board.

Dentistry

Dental practitioners in Australia must be registered in order to practise. Graduates of accredited university programmes in Australia are automatically acceptable, and graduates trained and registered in New Zealand, the United Kingdom and Ireland may also be eligible for immediate registration. All other foreign-trained dentists are required to undertake the examination procedure conducted through the Australian Dental Council (ADC) which is the assessing authority for foreign-trained dentists in Australia, and responsible for accrediting Australian dental schools at Australian universities.

The examination procedures for foreign-trained dentists comprise:

- an Occupational English Test (OET);
- the Preliminary Examination (multiple-choice examination); and
- the Final Examination—Clinical.

Veterinary Science

Veterinarians in Australia must be registered in order to practise. Only graduates of accredited university programmes in Australia, and holders of five-year Bachelor degrees awarded by New Zealand or United Kingdom veterinary schools (and who are registered to practise in those countries) are eligible for immediate registration in Australia. Similar qualifications awarded by some universities in other English speaking countries and Membership of the Royal College of Veterinary Surgeons (UK)—if obtained by examination—may also in some instances be accepted for immediate registration in Australia. All other foreign-trained veterinarians are required to undertake the National Veterinary Examination (NVE) procedure, developed by the NOOSR Panel in Veterinary Science.

The examination procedures for foreign-trained veterinarians comprise:

- an Occupational English Test (OET);
- the NVE Preliminary Examination (a multiple-choice examination); and
- the NVE Final Examination (Clinical).

Pharmacy

Pharmacists in Australia must be registered in order to practise. Only graduates of accredited university programmes in Australia, and other graduates trained and registered in New Zealand, the United Kingdom and Ireland are automatically eligible for registration, and all other foreign trained pharmacists are required to undertake the examination procedure conducted through the Australian Pharmacy Examining Council (APEC).

The examination procedures for foreign-trained pharmacists comprise:

- an Occupational English Test (OET);
- the Stage I Examination (multiple-choice examination);
- interview and counselling;
- a period of supervised practice in an Australian pharmacy; and
- the Stage II Examination (a practical and oral examination).

Applicants may be eligible for migration after passing the OET and Stage I Examination, and if approved for migration, may continue the APEC examination process in Australia.

Note that in medicine, dentistry, veterinary science and pharmacy there are eligibility requirements to be met before beginning the examination process, which include stipulations concerning the programme of study undertaken overseas (as well as registration requirements, and in some professions, post-registration experience). German university qualifications normally meet the stipulated educational requirements.