



Aged care worker screening – proposed changes for aged care providers from 1 July 2025

This fact sheet outlines the proposed changes for how aged care providers will need to consider police certificates for the aged care sector workforce from 1 July 2025. These changes will help the sector prepare for wider changes to worker screening in 2026.

What will remain the same from 1 July 2025?

As with current arrangements, there will continue to be 2 screening options for aged care:

- a police certificate (not older than 3 years) that does not record certain offences, or
- a National Disability Insurance Scheme (NDIS) Worker Check

Providers will need to continue to assess a police certificate or a NDIS Worker Check for anyone working in their organisation. This extends to any responsible persons, such as a CEO or Board member.

The offences that will stop someone from working for a **registered provider** from 1 July 2025 will remain the same:

- conviction for murder
- conviction for sexual assault
- conviction and imprisonment sentence for any other form of assault.

The offences that will stop someone from working for a **National Aboriginal and Torres Strait Islander Flexible Aged Care Program (NATSIFACP) provider** from 1 July 2025 will remain the same:

- a conviction for an offence involving the death of a person
- in the past 5 years, a conviction and imprisonment sentence for 1 year or longer for:
 - a sex related offence or a crime, including sexual assault (whether against an adult or child)
 - child pornography
 - an indecent act involving a child
 - a crime or offence involving dishonesty that is not minor.

If a worker or responsible person's police certificate 'expires' (i.e. it is more than 3 years since it was last assessed) after 1 July 2025, but before the new aged care worker screening process starts in 2026, they will still need to obtain a new police certificate for re-assessment by their employer.

What will be different from 1 July 2025?

From 1 July 2025, the offences that will stop someone from working for a **Commonwealth Home Support Programme (CHSP) provider** will align to the same set of offences that stop someone from working for a NATSIFACP provider listed above.

This will apply to:

- workers and responsible persons who start working for a CHSP provider from 1 July 2025
- existing workers and responsible persons of a CHSP provider who need to renew their police certificate after 1 July 2025.

What if someone's circumstances change after their certificate was assessed?

As is the case now, workers and responsible persons must immediately notify their employer if they are charged with any of the offences outlined above. They must also immediately notify their employer if their NDIS Worker Check is suspended or cancelled.

Depending on the offence and the provider type, and if they receive a conviction or prison sentence, this may result in them being unable to continue working in the sector.

What is the future of aged care worker screening?

Together with states and territories, the Australian Government is working towards the introduction of requirements for aged care worker screening to align with the NDIS. This will mean more robust screening checks for the aged care sector. An aged care worker screening check will be recognised in the NDIS sector and vice versa.

Final arrangements are subject to agreement with the states and territories, and will not commence before 2026.

Further information leading up to commencement of the new screening process for aged care will be available at: www.health.gov.au/topics/aged-care-workforce/screening-requirements.

Let's change aged care together

We invite Australians to continue to have their say about the aged care reforms.



Visit agedcareengagement.health.gov.au



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