

Submission by the Australian Nursing and Midwifery Federation

ABS Review of ANZSCO – Australian and New Zealand Standard Classification of Occupations – Tranche 1

26 April 2023



**Australian
Nursing &
Midwifery
Federation**



Australian Nursing and Midwifery Federation / Submission title

Annie Butler
Federal Secretary

Lori-Anne Sharp
Federal Assistant Secretary

Australian Nursing and Midwifery Federation
Level 1, 365 Queen Street, Melbourne VIC 3000
E: anmffederal@anmf.org.au
W: www.anmf.org.au



Introduction

1. The Australian Nursing and Midwifery Federation (ANMF) is Australia's largest national union and professional nursing and midwifery organisation. In collaboration with the ANMF's eight state and territory branches, we represent the professional, industrial and political interests of more than 320,000 nurses, midwives and care-workers across the country.
2. Our members work in the public and private health, aged care and disability sectors across a wide variety of urban, rural and remote locations. We work with them to improve their ability to deliver safe and best practice care in each and every one of these settings, fulfil their professional goals and achieve a healthy work/life balance.
3. Our strong and growing membership and integrated role as both a trade union and professional organisation provides us with a complete understanding of all aspects of the nursing and midwifery professions and see us uniquely placed to defend and advance our professions.
4. Through our work with members, we aim to strengthen the contribution of nursing and midwifery to improving Australia's health and aged care systems, and the health of our national and global communities.
5. The ANMF welcomes the opportunity to participate in the ABS comprehensive review of ANZSCO occupations. In relation to the first Tranche of occupations under review, this submission focuses on the following:
 - 423111 Aged or Disabled Carer (Alternative titles – Aged or Disabled Care Worker; Personal Carer and Personal Care Worker)
 - 423312 Nursing Support Worker (Alternative titles – Assistant in Nursing; Nurses' Aide (NZ))
 - 423313 Personal Care Assistant



Problems with the existing occupations and descriptors

6. The current occupational classifications and definitions do not enable a clear distinction between care workers in residential aged care, care workers performing work in the home and care workers in disability care.
7. The current ANZSCO occupation titles are commonly used for different types of care work carried out in a range of settings across aged care and disability services including nursing homes, aged care in the home and disability care provided in the home. Various titles, including those listed above, are used interchangeably and while the work performed will vary, there is a degree of overlap between the “tasks” described under the ANZSCO definitions.
8. Under the current ANZSCO descriptors, “Nursing Support and Personal Care Workers” work in “a variety of health, welfare and community settings.” This includes nursing homes, home care and hospitals.
9. ANZSCO classifications should provide a distinction between the occupations to enable reliable data to be collected on nursing home workforce, home care workforce and disability care workforce.
10. Currently it is not possible to obtain data for the “Aged or Disabled Carer” workforce in nursing homes, for example, unless cross referenced by the industry classification (ANZSIC) – “Aged Care Residential Services”, (which requires ABS customised data request).
11. It is also not possible to separate Nursing Support and Personal Care Workers working in home care or community settings. Nor is it possible to cross reference by industry as there is no industry classification covering home care.



12. And, while home care workers are generally categorized under the current “Aged or Disabled Carer occupation”, this occupation also captures disability support workers and further distorts the numbers in this group.

ANMF proposed changes

13. The ANMF proposes the following changes to resolve the current problems and provide a contemporary approach to ANZSCO occupational classifications. Broadly, the proposal includes:

1. Separate the Aged Care and Disability Care classifications.
2. In Aged care, split the aged care occupations by work setting, ie Residential Aged Care and In- Home Aged Care.
3. For In-Home Aged Care – The proposal is one classification covering both personal care and support role based on the following views:
 - In the main, the role involves both care and support activities. A person working in home care will likely identify as a care worker even if their role is a mix of personal care and support services;
 - Forthcoming changes in the home care sector including the consolidation of Commonwealth Home Support Program (CHSP) into home care packages and shift to Consumer Directed Care (CDC) may make it more difficult to separate “care” and “support” in the role. Also, the client will also have more discretion in relation to services provided and may request changes on the day that may be exclusively care or exclusively more “support” in nature;
 - The role of in-home aged care worker is capable of being distinguished from the provision of distinct services delivered by people, such as cleaners and gardeners.



4. For In Home Disability support – propose one classification under the descriptor, In-home disability support worker that covers both the personal care and support role. Based on disability support being primarily focused on maximising independence in daily activities.

Proposed aged care occupations

14. Residential aged care:

Residential aged care worker

Primarily provides personal care and assistance to aged care residents in a nursing home, residential facility or other type of residential setting, for example “household” or small scale living arrangement.

The role includes support and assistance with hygiene, showering, toileting, mobility support, meals, daily activities, monitoring and assisting with maintenance and promotion of resident health and general well-being.

Alternative titles:

Assistant in Nursing

Personal Care Worker

Personal Care Assistant

Specialisations: *Not required*

Proposed Skill Level: *Skill Level 3 with some entry level roles at Skill Level 4*



15. Aged care in the home:

Proposal is that an In-Home aged care role includes care work, domestic and/or social care duties be classified “In-Home aged care worker”

In-Home aged care worker

Primarily provides personal care and support to older persons in their own home. The role may involve personal care, domestic and/or social support duties or any combination thereof.

Alternative titles:

Assistant in Nursing – In-Home aged care

Personal Care Worker – In-Home aged care

Personal Care Assistant – In-Home aged care

Specialisations: *Not required*

Proposed Skill Level: *Skill Level 3 with some entry level roles at Skill Level 4*

16. In Home Disability classification:

In-Home Disability Support worker

Provides personal care and support which may include assistance with daily living, domestic and other activities both within the home and in the community, including facilitating and supporting individual participation in employment, education, social and recreational activities.

Alternative titles: Disability carer

Specialisations: *Not required*

Proposed Skill Level: *Suggest should be rated Skill Level 3 with some entry level roles at Skill Level 4*