



AGED CARE
WORKFORCE INDUSTRY COUNCIL

COMMUNIQUÉ

4 NOVEMBER & 2 DECEMBER 2021 COUNCIL MEETINGS

Release of the Aged Care Workforce Narrative

The Council released the Aged Care [Workforce Narrative](#) on 27 October.

The narrative highlights 12 key insights into the aged care workforce. It is based on over 109,000 survey responses from aged care workers, which have been collected over a decade by BPA Analytics.

This insightful resource enables the sector to better understand their employees and their feelings about the roles they perform. It addresses the reasons people are attracted to the aged care sector, and the most common explanations for leaving the sector. Using the data and insights, the narrative includes evidence-based actions that employers can take to improve morale and retention rates in their organisations.

The narrative is available to download from the Council's website:
<https://acwic.com.au/workforce-narrative/>

A new brand for the Aged Care Workforce Industry Council

Since its inception in 2019 the Council has been on a journey of rapid innovation and change, and has matured into a new brand identity.

The Council has developed and adopted a new logo that better represents the work, mission and identity of the Council.

Our new logo is made up of several curved shapes. The intersecting crescents represent our key stakeholders:

- Older Australians
- The aged care workforce
- Aged care providers

The design also reflects the intrinsically interconnected nature of the aged care sector, the needs of our ageing population, and the work of the Council.



Interactive Workforce Planning Tool

The Council is pleased to announce that we are working with design and technology company, Portable, to develop an interactive workforce planning tool (Strategic Action 6 from 'A Matter of Care').

The Council with Portable, will engage with industry to develop a standard approach to workforce planning through an interactive guide, including an interactive workforce planning tool. The tool will be human-centred and sensitive to challenges Aged Care providers face in the sector today. All aged care settings, including residential, home-based care and support, as well as mixed models of care will shape and inform the purpose, use and structure of the tool.

This tool will simplify the way in which aged care organisations can build and adjust their workforce to meet current and future demands. The tool will also look at the mix of skills needed to build and sustain innovation through existing and emerging models of care. It is anticipated that the tool will assist providers to identify core capabilities to enable specific care interventions, such as palliative services, according to demand.

Once complete, the tool will enable aged care providers to create a strategic workforce plan so that they can effectively build their staffing models to provide holistic, human-centred and quality care to older people throughout Australia.

The Council's first community of practice

The Council's first Community of Practice (CoP) took place on 10 November 2021. The first CoP discussed the implementation of the Voluntary Industry Code of Practice (VICOP/the Code) – Strategic Action 2. All aged care providers who have pledged to the Code, and individuals and organisations who have made statements of support, were invited to attend. The CoP discussed how the VICOP might be transformed into a relevant best practice program that will drive positive change for the sector. Further work on this will be progressed at the next CoP in the new year.

To participate in the next CoP, pledge your support for the VICOP here: [The Code - Aged Care Workforce Industry Council \(acwic.com.au\)](https://www.acwic.com.au)

The Community of Practice will continue to grow in the new year and will examine a wide range of workforce reform topics over coming months and years.

Designing the future structure of the aged care workforce

The Council is commencing two exciting projects that will shape and inform the aged care sector into the future.

- **Project Job Architecture** is about to commence, focussing on the future aged care sector job families and career pathways.
- For **Project Workforce Costs**, a Request for Quotation (RFQ) to commission work to understand future costs of funding and financing the workforce will soon be released to the market.

Due to the interdependent nature of the projects, all parties will be required to work together.

Project Job Architecture – Future Job Families and Career pathways

The Council is very pleased to announce that BDO Australia has recently been appointed to work with the Council and our stakeholders on this project. This project designs the future structure of the aged care workforce, including job families and career pathways. The future structure must reflect the delivery of quality care to meet community expectations.

Project Job Architecture addresses part of Strategic Action 4 from 'A Matter of Care'. It also intersects and informs:

- the look of a modern aged care workplace relations framework (Strategic Action 8 – Project Workforce Framework), and
- the cost of funding and financing the future workforce (Strategic Action 13 – Project Workforce Costs).

The Council is currently seeking stakeholder input to shape Project Job Architecture. Please register your interest by email to contact@acwic.com.au.

Project Workforce Costs – Financing and Funding Aged Care Workforce

The Council is seeking a suitably qualified third party to analyse workforce costs. This work will require a dynamic model, with the ability to estimate costs associated with future models of aged care service delivery (Strategic Action 13 from 'A Matter of Care'). A request for quote will soon be released to market.

Thank you for your support in 2021

The Aged Care Workforce Industry Council (the Council) would like to thank all of our supporters, including members of our working groups, those who have provided input and feedback, and everyone who has contributed to the work of the Council in the last 12 months. We hope you have a safe and restful holiday period, and we look forward to seeing you again in the new year.

Next meeting

The Council's next Board meeting will take place on Thursday 10 February 2022.