Aged Care – Screening requirements

Industries · https://workerchecks.com/docs/aged-care/

Including Key Reforms Effective 1 November 2025

If you intend to work — paid or voluntary — in an aged care setting, you must complete screening clearances. These checks safeguard the safety and wellbeing of people accessing aged care.

This article outlines the **current requirements**, the **screening types**, **what counts**, and explains the **significant regulatory changes** that took effect from **1 November 2025**.

About Aged Care Screening Checks

Screening in aged care assesses:

- a person's **criminal history**, and
- where relevant, their **work-misconduct history**

This ensures you're suitable for roles that involve older or vulnerable people in residential, in-home or community care settings.

Types of Screening Used in Aged Care

1. Nationally Coordinated Criminal History Check (NCCHC)

Formerly known as a **National Police Check**, or simply "police certificate."
It shows your criminal history status across all Australian jurisdictions.

2. NDIS Worker Screening Check

This check is required when you're in a **risk-assessed role** (especially supporting people with disability), or in an aged care service that also supports NDIS participants.
It covers criminal history, reportable incidents, and relevant disciplinary proceedings.

What Changed on 1 November 2025

From **1 November 2025**, under the Aged Care Act 2024 and Aged Care Rules 2025, important changes apply to aged care worker screening. *(Aged Care Quality and Safety Commission reference)*

Key changes include:

- The definition of an **‘aged care worker’** and a **‘responsible person’** expanded — meaning more roles are captured under screening obligations.
- Screening requirements now apply to workers and responsible persons engaged by a registered provider, including associated providers and digital platform workers.
- For many roles, you’ll need **either** a police certificate **less than 3 years old** that does not include certain precluding offences, **or** a valid NDIS Worker Screening Clearance.
- Stronger record-keeping obligations: providers must keep proof of each worker’s certificate or clearance, and if applicable a statutory declaration for overseas residency if the person was a citizen or permanent resident in another country after turning 16.
- Transitional arrangements: Workers can continue with existing police checks until expiry, and providers must meet the new screening requirements.
- References: *(Health, Disability and Ageing+1)*

Current vs New Requirements (at a glance)

Before 1 Nov 2025	From 1 Nov 2025
Existing definitions of aged care worker and responsible person.	Expanded definitions under the new Act and Rules.
Many roles accepted a police certificate or NDIS check depending on provider.	Clear rule: each worker/responsible person must hold **either** a police certificate < 3 years old (with no excluded offences) or a valid NDIS Worker Screening Clearance.
Record-keeping obligations: provider must hold proof of screening.	Stronger record-keeping: must hold evidence, statutory declaration if required, and must act if a precluding offence occurs.

Before 1 Nov 2025	From 1 Nov 2025
Screening regime separated for NDIS and aged care in many cases.	From 1 Nov 2025, move toward consistency and recognition between aged care and NDIS screening.

What This Means for You (Worker)

- If you're already working in aged care: **Check your certificate or clearance** is valid, up-to-date, and the provider has your details linked.
- If you're seeking aged care work: Be aware your role may now fall under the updated definitions — talk to your provider about which check you need.
- If you've lived overseas after age 16 or are a permanent resident: You may need to provide a **statutory declaration** in addition to your screening certificate.
- These changes aim to make screening more consistent across aged care and disability sectors — meaning fewer separate checks when you move between sectors.

What This Means for Providers

- Review your workforce to ensure all workers and responsible persons meet the criteria that apply from **1 November 2025**.
- Make sure your record-keeping systems capture screening certificates/clearances, expiry dates, and statutory declarations where required.
- Communicate to your workforce about the updated definitions and screening obligations.
- Monitor official guidance for any further changes to aged care worker screening.

Related Worker Checks Services

- **Nationally Coordinated Criminal History Check** (ACIC-accredited) — for general screening in aged care.
- **NDIS Worker Screening Check** — recognised for aged care roles that support NDIS participants.
- **Support Worker Plan** — tailored compliance package including multiple checks for aged care workers.

Still Need Help?

Chat

We’re happy to assist you in understanding your results and next steps.