



Australian Government  
Australian Institute of  
Health and Welfare

# Counting those we count on

Improving workforce data in aged care

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**AIHW**

Stronger evidence,  
better decisions,  
improved health and welfare

# Presentation Overview



**Background**



**Current Data  
Sources**



**Conceptual  
Challenges**



**Pathways Forward**

# Background

- The Royal Commission into Aged Care Quality and Safety published its final report in 2021
- A number of recommendations relating to better understanding, planning and modelling of the aged care workforce were made
- Underpinning these recommendations is the need for better aged care workforce data
- Through the work the AIHW are undertaking in developing a **National Minimum Data Set (NMDS)** and **Data Asset** we hope to bridge some of the gaps that currently exist with aged care workforce data



# Why this is important

The benefits from improving workforce data includes:

- Improved reliability, consistency and comparability of data across programs and settings
- Greater visibility and better access to the use of data
- A deeper understanding of the people who work in the aged care sector
- Ultimately improving outcomes for people using aged care services



# Current data sources

**Provider collections**

**Vaccination Data**

**Aged Care Workforce Census**

**Internet Vacancy Index**

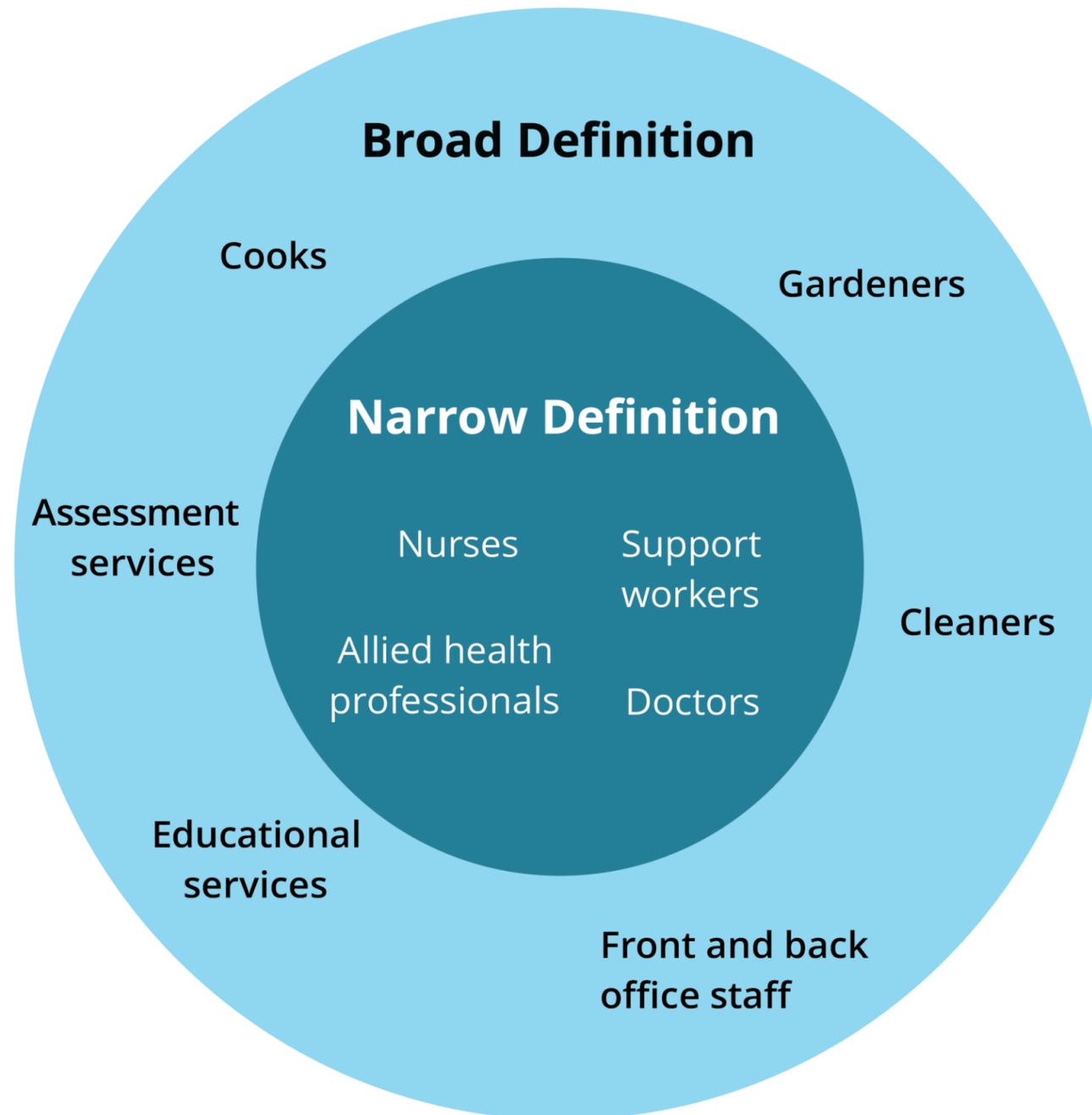
**Workforce Screening Data**

**ATO Data**

**Academic Studies**

# Conceptual challenges

## What is an aged care worker?



# How a NMDS can help

## What is the Aged Care National Minimum Data Set (NMDS)?

- A core set of standardised data items agreed for mandatory collection
- Applies rigour through the use of data standards – via definitions and associated guidelines for the collection and structure of the data
- Allows for consistent collection and comparisons over time. The same information is collected the same way across different setting and programs over time

Below are some examples of the type of workforce data items that could be included on the NMDS over time:

Worker characteristics				Employment situation				Workforce planning	
Age	Country of birth	Qualifications	Visa status	Type of care	Employment type	Hours worked	Length of employment	Future plans	Current vacancies

# How a Data Asset can help

## What is the National Aged Care Data Asset?

- A linked data set that integrates people-centred data from multiple sources
- Established as enduring
- Applies consistent data governance arrangements

The Data Asset will help in providing a bridge where fragmented workforce data can be brought together and viewed under a single lens.



# Next steps

We are at the start of the journey...

A **NMDS** will help in providing a foundation where core workforce data can be collected consistently

A **Data Asset** provides a bridge in which data sources can be integrated

Together, the NMDS and Data Asset can be thought of as **complementary elements** that combined will help in providing a better understanding of people in the age care workforce

Updates on our progress will be made available on the GEN website – [www.gen-agedcaredata.gov.au](http://www.gen-agedcaredata.gov.au)

If you're interested in being involved in discussions or have any feedback please contact us at:

[agedcare.secretariat@aihw.gov.au](mailto:agedcare.secretariat@aihw.gov.au)

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