

## **NDS Workforce Census**

The NDS Workforce Census started in 2015 to fill a gap in the labour force statistics. In 2023, NDS is still collecting the Workforce Census data as there are no other reliable, high quality, up-to-date datasets which specifically look at the disability workforce.

The NDS Workforce Census is an important source of data, which we heavily rely upon for our government and broader advocacy for any workforce needs in the sector. It also helps improve the services that are received by people with disability and assists with workforce development initiatives. The Workforce Census focuses on disability support workers, Allied Health professionals and Allied Health assistants who work in the disability sector.

The Spotlight Topic focuses on the Enterprise Bargaining Agreement (EBA)/Awards.

### **Workforce Census instructions**

Organisations that provide disability services are invited to participate. You can forward the survey to the appropriate person in your organisation, usually the HR manager.

We encourage you to download a copy of the questions first, collect your data and then enter your data using the link below.

The survey may take up to 30 minutes to complete. Your answers will automatically save as you progress and you can exit and return to the survey at any point. Review your responses by using the "Next" and "Back" buttons at the bottom of the page.

The survey will close on **Thursday 6 April at 5pm AWST**.

Thank you for taking the time to complete the Workforce Census. If you have any questions or comments regarding the Workforce Census, or NDS workforce initiatives, please contact:

Matthew Zammit  
Head of Workforce  
National Disability Services

[workforce.data@nds.org.au](mailto:workforce.data@nds.org.au)

## Confidentiality

The NDS Workforce Census is issued from the Qualtrics platform, a University grade research survey tool with high levels of security and data protection. Qualtrics interacts with NDS's CRM (Microsoft Dynamics) which hosts information about organisations and the people connected to them. When you complete the Workforce Census, we can identify that the survey response is from your organisation because you are responding to a personalised link.

All data is reported in aggregate and will not identify your organisation or the respondent. NDS will use aggregate data from the Workforce Census to support advocacy work for the sector. Be assured that organisation's individual responses are strictly confidential. No identifiable information will be passed to any other organisation or third party. Within NDS, access to an individual organisation's data will be strictly limited to the Workforce Census administrator only. An organisation's data will only be viewed when providing assistance to a user and/or to check data quality. A de-identified data set will be issued to The University of Sydney, Centre for Disability and Research for the purposes of looking at trend data in the disability workforce.

You can contact NDS to update or correct your personal data by contacting the [NDS Privacy Officer](#). For further information about how NDS uses your personal data, go to the [NDS website](#).

Please select the type of workers you employ in your disability services. You can [download a copy of the definitions here](#) for a more detailed explanation ([accessible version available here](#)).

- Disability Support Workers
- Allied Health Professionals
- Allied Health Assistants

Or:

- We don't employ any of the above in our disability services

### Organisation demographics

Review or add your contact details below. If they are incorrect, please update.

- Organisation name
- ABN
- Name of person completing update
- Your email
- State or territory of head office

As at the 31 December 2022, what was the total headcount of your organisation who worked in your disability services?

- Less than 20 people
- 20 to 49 people
- 50 to 99 people
- 100 to 199 people
- 200 to 499 people
- 500 to 999 people
- More than 1,000 people

These questions look at the casualisation of your **disability support workers, allied health professionals and allied health assistants who work in the disability sector.**

Enter the total number of permanent and fixed term workers in your disability services, **as at 31 December 2022.**

	Permanent full-time	Permanent part-time	Fixed-term full-time	Fixed-term part-time
Disability Support Workers				
Allied Health Professionals				
Allied Health Assistants				

Sample Only

Enter the number of **permanent and fixed-term workers** who have left the organisation or been recruited **during the period 1 July 2022 - 31 December 2022.**

	Number of permanent workers - left	Number of permanent workers - recruited	Number of fixed-term workers - left	Number of fixed-term - recruited
Disability Support Workers				
Allied Health Professionals				
Allied Health Assistants				

Enter the total number of **casual workers** in your disability services **as at 31 December 2022.**

	Number of casual workers
Disability Support Workers	
Allied Health Professionals	
Allied Health Assistants	

Enter the number of **casual workers** who have left the organisation or been recruited during the period **1 July 2022 - 31 December 2022**.

	Number of casual workers - left	Number of casual workers - recruited
Disability Support Workers		
Allied Health Professionals		
Allied Health Assistants		

**Hours**

Enter the total hours worked by your disability workforce in direct care roles for the period **Monday 5 December 2022 to Sunday 11 December 2022**.

	Total hours
Disability Support Workers	
Allied Health Professionals	
Allied Health Assistants	

## Diversity of the workforce

The next series of questions asks about the diversity of your disability support and allied health workforce.

As at the 31 December 2022, enter the number of employees by age for your **disability support workers**.

	Aged 15-24	Aged 25-44	Aged 45-54	Aged 55+
Female				
Male				
Non-binary				
Different term				

Or

- Not stated/disclosed
- We don't keep records
- Don't know

As at the 31 December 2022, enter the number of employees by age for your **allied health professionals and allied health assistants**.

	Aged 15-24	Aged 25-44	Aged 45-54	Aged 55+
Female				
Male				
Non-binary				
Different term				

Or

- Not stated/disclosed
- We don't keep records
- Don't know



As at the 31 December 2022, what was the **number** of people who identified as Aboriginal and/or Torres Strait Islander **employed in your disability services**?

- None
- Less than 3 people
- 3 to 6 people
- 7 or more people
- We don't keep records
- Don't know

As at the 31 December 2022, what was the **number** of people with disability **employed in your disability services**?

- None
- Less than 3 people with disability
- 3 to 6 people with disability
- 7 or more people with disability
- We don't keep records
- Don't know

As at the 31 December 2022, what was the **number** of people with disability **in management positions in your disability services?**

- None
- Less than 3 people with disability
- 3 to 6 people with disability
- 7 or more people with disability
- We don't keep records
- Don't know

As at the 31 December 2022, what is the **number** of people with disability **on the board of your organisation and/or your disability services?**

- None
- 1 person with disability
- 2 to 3 people with disability
- 4 or more people with disability
- We don't keep records
- Don't know

Do you have any organisational policies, practices and/or programs that support the employment of people with disability in the workforce?

- Yes
- No
- Don't know

Please provide examples of your organisational policies, practices and/or programs that support the employment of people with disability:

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Are there any barriers to reporting the number of people with disability employed in your workforce?

- Yes
- No
- Don't know

Please provide examples of the barriers to reporting the number of people with disability employed in your workforce:

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The Spotlight Topic focuses on the Enterprise Bargaining Agreement (EBA)/Awards.

What Award or agreement does your organisation use to determine the pay and conditions for the **majority** of your disability support workers delivering NDIS supports?

- Social, Community, Home Care and Disability Services (SCHADS) Industry Award 2010 [MA000100] Schedule B Social and Community Services Employees
- Social, Community, Home Care and Disability Services (SCHADS) Industry Award 2010 [MA000100] – Schedule E Home Care Employees
- Other Award or Schedule (please specify)
- Enterprise Bargaining Agreement (EBA)
- Other (please specify)

What Award and Schedule was your enterprise bargaining agreement tested against in the 'better off overall test'?

- Social, Community, Home Care and Disability Services (SCHADS) Industry Award 2010 [MA000100] Schedule B Social and Community Services Employees
- Social, Community, Home Care and Disability Services (SCHADS) Industry Award 2010 [MA000100] – Schedule E Home Care Employees
- Other Award (please specify)

Thank you for your continued support with the NDS Workforce Census.

If you have any queries regarding the Workforce Census, or NDS workforce initiatives, contact:

Matthew Zammit  
Head of Workforce  
National Disability Services  
matthew.zammit@nds.org.au  
p 03 8341 4326  
m 0422 261 928