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Q1 NDS Workforce Census

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 NDS Workforce Census started in 2015 to fill a gap in the labour force statistics. In 2024, 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 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 Behaviour Support Practitioners.

Workforce Census instructions

All 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 28 March 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

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Q2 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 the NDS 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 responses will remain strictly confidential. Independent analysis of the Workforce Census results will be undertaken by the Centre for Disability Research and Policy, The University of Sydney. Quantitative results will only be reported in aggregate. Quotations from text responses may be used in reporting but no organisation or person will be identifiable in that reporting, nor will any information collected from this survey be distributed to any third party.

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](#).

Q3 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.

- ☐ Disability Support Workers
- ☐ Allied Health Professionals
- ☐ Allied Health Assistants
- ☐ We don't employ any of the above in our disability services

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Q4 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 location

Q5 Select all states or territories where your organisation provides services:

- ☐ ACT
- ☐ NSW
- ☐ NT
- ☐ QLD
- ☐ SA
- ☐ TAS
- ☐ VIC
- ☐ WA

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Q6 As at the 31 December 2023, what was the total headcount of your organisation who worked in your disability services? If you are not sure, please provide your best approximation.

| | |
|-----------|-----------------------|
| | Approximate headcount |
| Headcount | |

Q7 Are you registered to provide NDIS services?

- ☐ Yes
- ☐ No
- ☐ Don't know

Q8 These questions look at the casualisation of your **disability support workers, allied health professionals and allied health assistants who work in the disability sector.**

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Q9

Enter the total number of permanent and fixed term workers in your disability services, **as at 31 December 2023**.

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

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Q10

Enter the number of **permanent and fixed-term workers** who have left the organisation or been recruited **during the 12 months between 1 January 2023 - 31 December 2023.**

| | 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 | | | | |

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Q11 Enter the total number of **casual workers** in your disability services **as at 31 December 2023**.

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

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Q12 Enter the number of **casual workers** who have left the organisation or been recruited during the **12 months between 1 January 2023 - 31 December 2023**.

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

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Q13 Hours

Enter the total hours worked by your disability workforce in direct care roles for the period
Monday 4 December 2023 to Sunday 10 December 2023.

| | Total hours |
|-----------------------------|-------------|
| Disability Support Workers | |
| Allied Health Professionals | |
| Allied Health Assistants | |

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Q14 Diversity of the workforce

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

Q15 As at the 31 December 2023, enter the number of employees by age for your **disability support workers**.

| | Aged 15-24 | Aged 25-44 | Aged 45-54 | Aged 55+ |
|----------------|------------|------------|------------|----------|
| Woman | | | | |
| Man | | | | |
| Non-binary | | | | |
| Different term | | | | |

Q16 Or

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

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Q17

As at the 31 December 2023, 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+ |
|----------------|------------|------------|------------|----------|
| Woman | | | | |
| Man | | | | |
| Non-binary | | | | |
| Different term | | | | |

Q18 Or

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

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Q19 As at the 31 December 2023, enter the estimated number of your employees who identify as Aboriginal and/or Torres Strait Islander and CALD:

| | Number |
|---|--------|
| People who identify as Aboriginal and/or Torres Strait Islander | |
| People who identify as Culturally and Linguistically Diverse (CALD) | |

Q20 Or

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

Q21 Do you provide Specialised Supported Employment Services (formerly known as ADEs)?

- ☐ Yes
- ☐ No

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Q22

As at the 31 December 2023, enter the estimated number of employees with disability employed in your disability services?

| | Number |
|--|--------|
| People with disability employed in supported employment | |
| People with disability employed other than in supported employment | |

Q23 Or

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

Q24

As at the 31 December 2023, enter the estimated number of employees with disability employed in your disability services?

| | Number |
|---------------------------------|--------|
| People with disability employed | |

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Q25 Or

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

As at the 31 December 2023, enter the estimated number of people on the board of your organisation and/or your disability services?

| | Number |
|--|--------|
| None | |
| Total number of people on your board | |
| People with disability on your board | |
| People with lived experience of caring for or supporting a family member or loved one living with disability on your board | |

Q27 Or

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

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Q28

What (if any) are the key challenges you face in recruiting people with disability in your organisation?

Q29 What (if any) are the key supports/enablers that you experience in retaining people with disability in your organisation?

Q30 What (if any) are the key barriers to reporting the number of people with disability in your workforce?

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Q31 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)

Q32 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)

Q33 The Spotlight Topic focuses on Behaviour Support Practitioners. At this point in time, there is a limited understanding of the Australian Behaviour Support Practitioner market in the disability sector. This spotlight topic seeks to gather a broad understanding of those currently providing behaviour support to NDIS participants.

Do you employ behaviour support practitioners?

- ☐ Yes
- ☐ No
- ☐ Don't know

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Q34

Enter the total number of **behaviour support practitioners** in your disability services, **as at 31 December 2023**.

| | Permanent full-time | Permanent part-time | Fixed-term full-time | Fixed-term part-time | Casual | Subcontract |
|------------|---------------------|---------------------|----------------------|----------------------|--------|-------------|
| Core | | | | | | |
| Proficient | | | | | | |
| Advanced | | | | | | |
| Specialist | | | | | | |

Q35 Does you organisation provide supervision for behaviour support practitioners?

- ☐ Yes
- ☐ No, our behaviour support practitioners source their own supervision
- ☐ Don't know

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:

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