



Our ref. 2100240

24 September 2021

Associate to the Hon. Justice Ross AO
Fair Work Commission
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Dear Associate

AM2020/99; AM2021/65 and AM2021/63

1. We refer to the above proceedings, and to the letter from the Health Services Union (**HSU**) to the Commonwealth dated 14 September 2021, and subsequently provided to the Fair Work Commission (**FWC**) on 15 September 2021.
2. The HSU's letter sought clarification and additional information regarding the information and data the Commonwealth provided to the FWC on 16 July 2021 (**16 July Response**) and 23 July 2021 (**23 July Response**). Below, we have copied the HSU's requests (marked with underlining), and then set out the Commonwealth's response.

Item 4

Item 4 in the 16 July Response does not provide a clear indication of the timeframe for the completion of the Government's improvements to the ANSIC and ANZSCO indicators. The HSU requests that the following further information be provided in response to item 4 of the HSU's Request for Information:

- (a) when the Commonwealth Government expects the work in relation to the ANZSIC and ANZSCO indicators will be completed; and
 - (b) whether that work is anticipated to be completed before July 2022.
3. In relation to the Australian and New Zealand Standard Classification of Occupations (**ANZSCO**), the 2021 targeted update to ANZSCO will be released on 23 November 2021. This targeted update will not provide updated occupations relevant to personal care worker and home care workers. As the Australian Bureau of Statistics (**ABS**) is working with key stakeholders to develop a more dynamic approach to updating ANZSCO to better meet users' ongoing needs, the timing for future updates is not yet confirmed. Priorities for the next update of ANZSCO are also yet to be agreed and consideration will be given to inclusion of care occupations in a future update. However, it is not anticipated that this work will be completed before July 2022.
 4. In relation to the update of the Australian and New Zealand Standard Industrial Classification (**ANSIC**), the outcome of the review of the International Standard

Industrial Classification will be assessed in consultation with key stakeholders to determine its applicability to the Australian context. This work is not expected to be completed before July 2022.

Item 5

Item 5 of the 23 July Response indicates that the Commonwealth Government has provided funding to the Aged Care Workforce Industry Council (ACWIC) which is working with BPA to produce the Aged Care Census Database. The HSU request that the following further information be provided and/or clarified in relation to this response:

- (a) when the Commonwealth Government expects the Aged Care Census Database will be completed;
5. The database was launched in October 2020 by the ACWIC and is publicly available: [Aged Care Census Database](#).¹ It provides aged care organisations with an evidence-based snapshot of the key issues the workforce indicates are important — to themselves, their consumers, and to the organisations where they work.
6. Regarding when the database will be completed, the database will be an ongoing initiative until at least 30 June 2023. The ACWIC envisages the growing data on this platform will inform the sector of workforce issues and it will continue to work with stakeholders to seek to build the database.
- (b) when the Workforce Narrative will be completed; and
7. The ACWIC is preparing the Workforce Narrative for publication, with a view to officially launching this along with 12 key insights by the end of 2021.
- (c) whether the above will be completed before July 2022.
8. The workforce narrative is a living narrative and the ACWIC anticipates it will be continuously updated as the data source grows. As stated above, the database will continue to be refined beyond July 2022.

Item 6

Item 6 of the 23 July Response refers to tables 2 and 4 in the Spreadsheet. The HSU requests that the following information be provided to assist in interpreting tables 2 and 4a and 4b:

- (a) why has data not been produced for home care and mixed care providers in response to Item 6 (as it would appear that the data provided in tables 2, 3, 4a and 4b only relates to residential care)?
9. The data for home care and mixed care providers requested as part of item 6 is not collected as part of the Aged Care Financial Reports (ACFRs) that those providers are required to submit. This is because home care and mixed care providers are not required to provide the same level of information as residential providers, including

¹ <https://bpanz.com/bpa-aged-care-census-database>

the information requested by the HSU, which reflects differences in how these services are run.

- (b) how have the figures in the row labelled 'Commonwealth funding' been calculated (Yearly Commonwealth Funding Figures) in Table 2?
10. The figures in the 'Commonwealth funding' row are the sum of the following components: Basic care subsidy (Aged Care Funding Instrument), Respite subsidy and supplements, COVID-19 funding, Other supplements, Accommodation supplement and Capital Grants.
11. See the first 7 rows of Table 6.10 of the Ninth Report on the Funding and Financing of the Aged Care Industry (**ACFA Report**).²
- (c) what is the definition of 'Commonwealth funding' that has been used in calculating the Yearly Commonwealth Funding Figures in Table 2?
12. Commonwealth funding represents the Commonwealth subsidies and supplements, which are the aggregate amount of the subsidies and supplements approved providers have claimed or received from Services Australia. See our response to (b) above.
- (d) how have the figures in the row labelled 'revenue' been calculated (Yearly Revenue Figures) in Table 2?
13. The figures in the 'Revenue' row have been calculated based on the total revenue reported to the Department as part of an approved provider's ACFR.
- (e) what income sources do the Yearly Revenue Figures include in Table 2?
14. The Yearly Revenue Figures comprise the revenue generated through Commonwealth funding, resident contributions and other income.
15. See Table 6.10 of the ACFA Report.
- (f) what is included in the definition of 'management fees' in tables 4a and 4b?
16. The definition of 'management fees' includes the amount of expenses paid to govern and manage operations of the approved provider. Management includes the provider's internal management team and head office appointees responsible for the overall operations of the provider. This would also include fees paid to an external organisation if the provider pays an external organisation to manage its operations.
- (g) how many operational residential care places do each of the providers in each quartile have in Table 4b? This information is required to ascertain the size of each provider in each quartile. We have prepared a draft table to be populated (attached), in order to assist you with collecting and presenting this data set.
17. A completed version of the table is attached.

² Available here: <https://www.health.gov.au/sites/default/files/documents/2021/08/ninth-report-on-the-funding-and-financing-of-the-aged-care-industry-july-2021.pdf>

Yours sincerely

A handwritten signature in black ink, appearing to read 'S. Reeves', with a long horizontal flourish extending to the right.

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Operational Residential Places by Quartile

Provider count	Top quartile	Operational places	Next top quartile	Operational places	Next bottom quartile	Operational places	Bottom quartile	Operational places	Grand Total	Grand total operational places
2016-17										
For profit	54	20,084	69	14,385	75	30,531	99	13,672	297	78,672
Not for Profit	125	17,776	136	26,326	136	44,853	104	23,172	501	112,127
Government	44	4,579	18	1,108	12	1,019	21	1,880	95	8,586
Total	223	42,439	223	41,819	223	76,403	224	38,724	893	199,385
2017-18										
For profit	46	16,584	58	20,114	77	35,582	108	16,236	289	88,516
Not for Profit	126	22,332	143	24,657	130	41,972	94	31,036	493	119,997
Government	47	4,616	18	1,437	12	1,431	18	1,412	95	8,896
Total	219	43,532	219	46,208	219	78,985	220	48,684	877	217,409
2018-19										
For profit	39	6,339	57	33,278	76	24,216	104	24,969	276	88,802
Not for Profit	128	17,987	136	22,402	128	46,782	96	31,314	488	118,485
Government	47	4,899	21	1,693	10	738	15	1,197	93	8,527
Total	214	29,225	214	57,373	214	71,736	215	57,480	857	215,814
2019-20										
For profit	42	5,657	46	20,791	75	32,748	114	29,987	277	89,183
Not for Profit	118	14,862	143	25,313	126	46,375	86	32,710	473	119,260
Government	51	5,255	21	1,473	10	677	11	1,025	93	8,430
Total	211	25,774	210	47,577	211	79,800	211	63,722	843	216,873