



# Updating ANZSCO

Reflecting a modern Australian labour market



Aged care and  
disability services

ANZSCO Comprehensive Review

Australian Bureau of Statistics

17/6/2024

## ANZSCO [Preliminary] Proposed Changes

Version 2.0



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Reflecting a modern Australian labour market



## Essential Notes

The Australian and New Zealand Statistical Classification of Occupations (ANZSCO) describes all occupations for the Australian and New Zealand labour market.

The ABS has undertaken a comprehensive review of the Australian and New Zealand Standard Classification of Occupations (ANZSCO) to reflect the contemporary labour market and better meet stakeholders' needs. Public consultation rounds were held across 2023, with each round targeting selected occupations grouped by focus area.

Statistics New Zealand (Stats NZ) have elected not to participate in the current review and therefore occupation changes have only been considered in respect of the Australian labour market.

## Updates to document

This document has been updated based on stakeholder feedback and further research. Minor updates have been made to a handful of occupations. The format of the document has also been updated to improve usability based on feedback received. A preliminary proposed changes document has been created for each of the 43 focus areas. Focus areas were designed to group occupations for consultation purposes only and will not be present in the classification structure.

The preliminary proposed changes presented do not include the full scope of not elsewhere classified categories (nec). Exclusion statements are incomplete and do not reference specific occupation locations within the classification. Outstanding nec categories, exclusion statements and final tweaks to occupations are currently being finalised in preparation for the release of the draft proposed classification in July on the ABS website. The July release will provide users with an opportunity to provide feedback on the structure of the proposed changes, before finalising the update for release by December 2024. These preliminary proposed changes documents are for information only.

## Task lists

ABS recognises the potential of Artificial Intelligence (AI) to enhance our operations and efficiency. To this end, we have employed AI to assist in the creation of initial task lists. However, human experts are responsible for the final content, and AI serves as a tool, not a decision-maker. We value stakeholder input and incorporate it into our editing process placing importance on stakeholder submissions and other relevant research contributions.

Learn more about ANZSCO and the review at [Updating ANZSCO | Australian Bureau of Statistics \(abs.gov.au\)](https://abs.gov.au/anzsco)

## Occupations in the Aged care and disability services focus area include:

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## About the focus area

The Aged care and disability services focus area covers occupations which require specialised knowledge and skills to:

- provide assistance, support and direct care for aged persons and persons with disabilities in their own homes and in a variety of health, welfare and community settings
- provide support, information and advice to such individuals on emotional, financial, recreational, health, housing and other social welfare matters, and evaluate and coordinate the services of relevant agencies
- plan, design, coordinate and implement recreation and leisure-based activity programs to support, challenge and enhance the psychological, spiritual, social, emotional and physical wellbeing of individuals
- organise and control the day-to-day operations of a retirement village to provide a range of accommodation, personal care services, and recreational and social activities for the use and enjoyment of residents.

## Summary of consultation

The Aged care and disability services focus area covered a diverse range of occupations, which attracted a wide range of stakeholders eager to participate in the review. Workshops were conducted with representatives from government, industry, and the education sector.

Stakeholders provided recommendations to ensure the classification remains relevant and responsive to user requirements. It was also strongly advocated for the separate treatment of aged care and disability services, based on the distinct tasks and skills required for occupations in each sector. Feedback also revealed the need to improve the visibility of several occupations, which led to updating skill level requirements, redefining existing occupations and creating new occupations.

## 141912 Retirement Village Manager

<b>Existing</b>	<b>Proposed</b>
<p>141912 Retirement Village Manager</p> <p>Organises and controls the day-to-day operations of a retirement village to provide a range of accommodation, personal care services, and recreational and social activities for the use and enjoyment of residents.</p> <p>Skill Level: 2</p>	<p>141912 Retirement Village Manager</p> <p>Organises and controls the day-to-day operations of a retirement village to provide a range of accommodation, personal care services, and recreational and social activities for the use and enjoyment of residents.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"><li>• Plans, directs and coordinates the organisation, its administration and the operation of the establishment</li><li>• Manages tenancy agreements and notices, in line with state regulations, and handles new resident induction</li><li>• Maintains standards according to hygiene, safety and other relevant regulations</li><li>• Engages and trains staff, and establishes and maintains standards of staff performance and services to residents</li><li>• Plans budgets and authorises expenditure</li><li>• Liaises with resident committees and manages resident inquiries</li><li>• May manage village transport, social clubs, restaurants, sports facilities and other recreational amenities</li></ul>

## 411311 Diversional Therapist

Existing	Proposed		
<p>411311 Diversional Therapist</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>Recreational Therapist</li> </ul> <p>Plans, designs, coordinates and implements recreation and leisure-based activity programs to support, challenge and enhance the psychological, spiritual, social, emotional and physical wellbeing of individuals.</p> <p>Registration or licensing may be required.</p> <p>Skill Level: 3</p> <p>Specialisations:</p> <ul style="list-style-type: none"> <li>Activities Coordinator</li> <li>Activities Officer</li> </ul>	<p>411312 Diversional Therapist</p> <p>Plans, designs and coordinates individualised recreational, lifestyle and leisure-based activities to support, challenge and enhance the psychological, spiritual, social, emotional and physical wellbeing of individuals primarily in health care or residential aged care facilities.</p> <p>Lifestyle Coordinators are excluded from this occupation.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Identifies individual needs, interests, skills, autonomy and abilities through task analysis and encourages participation and independence in suitable leisure and recreational events</li> <li>Evaluates and assesses clients' levels of abilities, interests, needs, strengths, weaknesses, and their ability to carry out a range of tasks and interact with others</li> <li>Adapts programs to suit individual needs, interests, skills and abilities</li> <li>Plans, implements and coordinates leisure-based activity programs for</li> </ul>	<p>411313 Lifestyle Coordinator</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"> <li>Activities Coordinator</li> <li>Leisure and Lifestyle Coordinator</li> </ul> <p>Develops and coordinates recreation, lifestyle and leisure-based activity group programs to support, challenge and enhance the psychological, spiritual, social, emotional and physical wellbeing of individuals primarily in health care or residential aged care facilities.</p> <p>Diversional Therapists are excluded from this occupation.</p> <p>Skill Level: 3</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Develops and coordinates leisure-based activity group programs to assist with social development and promote a sense of wellbeing</li> <li>Evaluates and reviews programs, seeks feedback on activities and makes adjustments to programs if required</li> <li>Maintains a knowledge of resources available within a facility and the community</li> </ul>	<p>411314 Lifestyle Officer</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"> <li>Activities Officer</li> <li>Recreational Activities Officer</li> </ul> <p>Delivers recreation, lifestyle and leisure-based activity group programs to support, challenge and enhance the psychological, spiritual, social, emotional and physical wellbeing of individuals primarily in health care or residential aged care facilities and encourages program participation.</p> <p>Skill Level: 3</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Assists the Lifestyle Coordinator to deliver leisure-based activity group programs to assist with social development, promote a sense of wellbeing and enable interaction with others</li> <li>Encourages participation and independence in suitable leisure and recreational events based on interest, abilities, skills and autonomy</li> <li>Monitors individuals' condition during program participation and reports any issues to care staff</li> </ul>

	<p>groups and individuals to assist with their social development and promote their sense of wellbeing</p> <ul style="list-style-type: none"> <li>• Maintains a knowledge of resources available within a facility and the community</li> <li>• Assists with training and supervising volunteers and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Engages with community groups to build a network of support and provides information on available support resources within the local community</li> <li>• Assists with training and supervises volunteers and staff</li> <li>• May coordinate and promote cultural and religious celebrations and activities within a facility</li> </ul>	<ul style="list-style-type: none"> <li>• Documents and records individuals' behaviour, ensures their needs are being met, and advises the Lifestyle Coordinator when anomalies are detected</li> <li>• Maintains a knowledge of resources available within a facility and the community</li> <li>• Engages with community groups to build a network of support and provides information on available support resources within the local community</li> </ul>
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## 411712 Disabilities Services Officer

Existing	Proposed	
<p>411712 Disabilities Services Officer</p> <p>Works in a range of service units which provide education and community access to people with intellectual, physical, social and emotional disabilities.</p> <p>Skill Level: 2</p>	<p>411727 Disability Services Officer</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>• Disability Care Coordinator</li> </ul> <p>Works in a range of service units to provide care to people with disability and support access to a variety of education, training and welfare services.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>• Assesses clients' needs and assists them in planning, implementing and accessing education, training, employment and additional health or welfare programs</li> <li>• Assists and supports people with disability in all aspects of daily living including community inclusion, personal care, and building and maintaining independence and interpersonal relationships</li> <li>• Supports clients to create and work towards their goals, build capacity to make their own decisions and choices, and access services</li> <li>• Builds relationships in local communities to help promote inclusion and improve the accessibility of services and facilities</li> <li>• Monitors and reports on the progress of clients</li> </ul> <p>Specialisations:</p> <ul style="list-style-type: none"> <li>• Disability Local Area Coordinator</li> <li>• Disability Support Coordinator</li> </ul>	<p>411728 Employment Consultant</p> <p>Refer to occupation 223112 Recruitment Consultant for details.</p>



## 411715 Residential Care Officer

Existing	Proposed	
<p>411715 Residential Care Officer</p> <p>Provides care and supervision for children or disabled persons in group housing or institutional care.</p> <p>Skill Level: 2</p>	<p>411721 Residential Care Officer</p> <p>Provides care and supervision for people with disability in group housing care.</p> <p>Residential Youth Workers are excluded from this occupation.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>• Supports families and provides education and care for people with disability in adult service units and group housing</li> <li>• Assesses clients' needs and plans, develops and implements educational, training and support programs</li> <li>• Interviews clients and assesses the nature and extent of abilities</li> <li>• Monitors and reports on the progress of individuals</li> </ul> <p>Specialisations:</p> <ul style="list-style-type: none"> <li>• House Manager (Disability)</li> <li>• House Supervisor (Disability)</li> </ul>	<p>411722 Residential Youth Worker</p> <p>Provides care and supervision for children and young people living in residential facilities such as group homes.</p> <p>Residential Care Officers are excluded from this occupation.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>• Plans and implements programs of supervision and support for children in residential care</li> <li>• Supervises and arranges activities to enhance the physical, social, emotional and intellectual development of children in residential care</li> <li>• Wakes children and ensures they are washed, dressed, fed and ready for educational and recreational activities</li> <li>• Supervises children during domestic activities</li> <li>• Assesses individual needs and plans, and develops support programs</li> <li>• Prepares reports and maintains client records</li> <li>• Interviews individuals and assesses the nature and extent of abilities</li> <li>• Maintains discipline and reinforces appropriate behaviour standards</li> <li>• Monitors and reports on the progress of individuals</li> </ul>

## 423111 Aged or Disabled Carer

Existing	Proposed				
<p>423111 Aged or Disabled Carer</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"> <li>Aged or Disabled Care Worker</li> <li>Personal Carer</li> <li>Personal Care Worker</li> </ul> <p>Provides general household assistance, emotional support, care and companionship for aged or disabled people in their own homes.</p> <p>Skill Level: 4 Note: some roles within this occupation are at ANZSCO Skill Level 3.</p>	<p>423112 Aged Care Team Leader</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>Aged Care Supervisor</li> </ul> <p>Oversees the day-to-day operations of a team of aged care workers and ensures the delivery of high-quality care and support to older people in various aged care settings.</p> <p>Disability Team Leaders are excluded from this occupation.</p> <p>Skill Level: 2</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Manages a team of aged care support workers and ensures efficient running of day-to-day operations</li> <li>Maintains attendance records and rosters</li> </ul>	<p>423113 Community Aged Care Support Worker</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"> <li>Community Aged Care Worker</li> <li>Community Care Worker (Aged Care)</li> <li>Home Care Worker (Aged Care)</li> </ul> <p>Provides general household assistance, emotional support and person-centred care for older people in their own homes.</p> <p>Residential Aged Care Workers are excluded from this occupation.</p> <p>Skill Level: 3</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Supports older people with daily activities such as mobility,</li> </ul>	<p>423114 Disability Team Leader</p> <p>Alternative Title:</p> <ul style="list-style-type: none"> <li>Disability Support Team Leader</li> </ul> <p>Oversees disability support and services to deliver person-centric services and helps develop individual living skills and enhance community access and social inclusion for people with disability in their own homes.</p> <p>Aged Care Team Leaders are excluded from this occupation.</p> <p>Skill Level: 3</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Manages a team of disability support workers and ensures efficient running of day-to-day operations</li> <li>Maintains attendance records</li> </ul>	<p>423115 Disability Support Worker</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"> <li>Community Support Worker (Disability)</li> <li>Disability Care Worker</li> <li>Disability Support Worker</li> <li>Disability Worker</li> </ul> <p>Provides general household assistance, emotional support, and person-centred care to develop individual living skills, and enhance community access and social inclusion for people with disability in their own homes.</p> <p>Community Aged Care Support Workers and Residential Aged Care Workers are excluded from this occupation.</p> <p>Skill Level: 4</p> <p>Main Tasks:</p> <ul style="list-style-type: none"> <li>Supports people with disability with daily</li> </ul>	<p>423116 Residential Aged Care Worker</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"> <li>Aged Care Support Worker</li> <li>Care Service Employee (Aged Care)</li> <li>Personal Care Assistant (Aged Care)</li> <li>Personal Care Worker (Aged Care)</li> </ul> <p>Provides general assistance, emotional support, and person-centred care for older people in a residential aged care facility.</p> <p>Community Aged Care Support Workers are excluded from this occupation.</p> <p>Skill Level: 4</p> <p>Main Tasks:</p>

<ul style="list-style-type: none"> <li>• Manages, anticipates and responds to unpredictable emerging situations</li> <li>• Facilitates basic medical procedures such as catheterisation and peg feeding</li> <li>• Ensures quality specialised personal care such as palliative care and dementia support</li> <li>• Onboards and responds to queries and feedback from clients and their families</li> <li>• Oversees team training, education and professional development programs</li> <li>• Complies with relevant policies to optimise the safety and wellbeing of clients</li> <li>• May support older people with daily activities</li> </ul>	<p>housekeeping tasks, personal care and meal preparation</p> <ul style="list-style-type: none"> <li>• Negotiates with individuals and families regarding the acceptance of care provided</li> <li>• Oversees medication usage and monitors health care plans as directed by healthcare professionals</li> <li>• Provides emotional support and assists older people in managing depression, confusion and grief</li> <li>• Identifies and facilitates community-based social activities for older people</li> <li>• Manages risks and emergencies</li> </ul>	<p>and rosters for disability support workers</p> <ul style="list-style-type: none"> <li>• Works with government and non-government entities to provide services to clients and organise relevant funding</li> <li>• Oversees team training, education and professional development programs</li> <li>• Works with Disability Employment Consultants to integrate clients into the workforce</li> <li>• Works within relevant guidelines and adheres to codes of conduct to maintain a high standard of care</li> <li>• May oversee the provision of home care services for clients</li> </ul> <p>Specialisation:</p>	<p>activities such as mobility, housekeeping tasks, personal care, medication and meal preparation</p> <ul style="list-style-type: none"> <li>• Negotiates with individuals and families regarding the acceptance of care provided</li> <li>• Provides emotional support and assists in managing depression, confusion and grief</li> <li>• Identifies and facilitates community-based social activities for people with disability</li> <li>• Assists people with disability to access disability support services</li> <li>• Supports people with disability with training and employment</li> <li>• Manages risks and emergencies in a home care setting</li> </ul>	<ul style="list-style-type: none"> <li>• Supports residents with daily activities such as mobility and personal care</li> <li>• Negotiates with individuals and families regarding the acceptance of care provided</li> <li>• Provides community engagement and social support to residents</li> <li>• Supports a multidisciplinary team to adhere to health plans as directed by healthcare professionals</li> <li>• Provides emotional support and assists residents in managing depression, confusion and grief</li> <li>• Complies with standards within an aged care facility</li> </ul>
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	Specialisations: <ul style="list-style-type: none"><li>• Senior Aged Care Worker</li><li>• Specialised Dementia Worker</li></ul>	in a home care setting	<ul style="list-style-type: none"><li>• Senior Disability Support Worker</li></ul>		
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## 423312 Nursing Support Worker

Existing	Proposed
<p>423312 Nursing Support Worker</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"><li>• Assistant in Nursing</li><li>• Nurses' Aide (NZ)</li></ul> <p>Provides limited patient care under the direction of nursing staff.</p> <p>Skill Level: 4 Note: some roles within this occupation are at ANZSCO Skill Level 3.</p> <p>Specialisation:</p> <ul style="list-style-type: none"><li>• Paramedical Aide</li></ul>	<p>423312 Assistant in Nursing</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"><li>• Assistant Nurse</li><li>• Nurses' Aide (NZ)</li><li>• Nursing Assistant</li></ul> <p>Provides limited patient care under the direction of nursing staff in a hospital or aged care facility.</p> <p>Skill Level: 4</p> <p>Main Tasks:</p> <ul style="list-style-type: none"><li>• Supports patients with daily activities such as mobility and personal care</li><li>• Follows therapy plans such as interventions to assist patients</li><li>• Observes and reports changes in patients' conditions and reports complaints about care provided</li><li>• Provides basic treatment and delivery of medications under the direction of nursing staff including vaccinations</li><li>• Participates in planning the care of patients and residents</li><li>• Assists with rehabilitation exercises</li><li>• Assists in workplace health and safety</li></ul>

## 423313 Personal Care Assistant

Existing	Proposed
<p>423313 Personal Care Assistant</p> <p>Provides routine personal care services to people in a range of health care facilities or in a person's home.</p> <p>Skill Level: 4 Note: some roles within this occupation are at ANZSCO Skill Level 3.</p> <p>Specialisation:</p> <ul style="list-style-type: none"><li>• Health Care Assistant</li></ul>	<p>423315 Patient Care Assistant</p> <p>Alternative Titles:</p> <ul style="list-style-type: none"><li>• Health Care Assistant</li><li>• Health Care Worker</li><li>• Personal Care Assistant (Health)</li></ul> <p>Provides general assistance, emotional support and personal care services to patients in a health care facility.</p> <p>Patient Services Assistants and Residential Aged Care Workers are excluded from this occupation.</p> <p>Skill Level: 4</p> <p>Main Tasks:</p> <ul style="list-style-type: none"><li>• Assists with personal care needs such as showering, dressing, eating, mobility and communication</li><li>• Negotiates with individuals and families regarding the acceptance of care provided</li><li>• Participates in care planning</li><li>• Supports a multidisciplinary team to adhere to health plans as directed by healthcare professionals</li><li>• Observes and reports changes in patients' conditions</li><li>• Reports complaints about care</li><li>• Assists with rehabilitation exercises, basic treatment and delivery of medications</li></ul>