



Answer to question:

## PARLIAMENTARY JOINT STANDING COMMITTEE ON MIGRATION

### MIGRATION, PATHWAY TO NATION BUILDING INQUIRY

**QUESTION:** *Chair – I'd like to know what kind of qualifications we are talking about in relation to AHPRA and the length of time?*

**ANSWER:** We are only concerned about accreditation of registered nurses (RN) and enrolled nurses (EN). Our concerns with delays relate to the length of the processing times.

The Objective Structured Clinical Exam (OSCE) is a clinical exam to assess the candidate's knowledge, skills, and competence at the graduate level nurse – both RNs and ENs. Currently, these clinical assessments are only held in Adelaide. It would be beneficial and improve the timeframes if resources could be extended to more locations in eastern States to undertake the clinical assessments. It takes around 8-10 weeks to receive the results back from the OSCE, then a further 3 to 6 months for the Australian Health Practitioner Regulation Agency (AHPRA) to process, making this whole process often between 6 to 9 months.

**QUESTION:** *Dr Webster - What percentage of the staff across aged care at the moment are union members?*

**ANSWER:** We don't collect that data and we would not be encouraging our members (aged care providers) to collect it from their staff as that could be seen to be encroaching on their workplace rights.

**QUESTION:** *Ms Spender – What proportion of your members have concerns about this new approach with the ACLAs?*

**ANSWER:** There are a range of experiences reported by ACCPA members with the ACILA and the MOU process. It ranges from many who have experienced issues in engaging with local Union representatives due to their capacity to engage, willingness to engage in negotiation or nature of MOU clauses, through to a small number of members who have had positive experiences with no issues. Of some concern to ACCPA is the effect of the MOU approach is having on suppressing demand to engage in the ACILA with members believing it will be too hard to engage with the Unions or be too challenging for them due to capacity issues. Therefore, ACCPA considers a review that engages the provider sector will enable consideration of these issues to ensure this mechanism can support a sufficient supply of a personal care workforce for aged care in an efficient and timely manner.