

HOW THE ACLA CAN HELP YOUR AGED CARE FACILITY

The aged care industry has been experiencing an ongoing skills shortage. The Department of Home Affairs (DOHA) introduced the Aged Care Labour Agreement (ACLA) in May 2023 to mitigate this. This factsheet explains how the ACLA works and how you can sponsor talent into your aged care business.

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ACLA BENEFITS



To help attract more workers, the ACLA offers several key benefits, including:

- a two-year pathway to permanent residence through the Employer Nomination Scheme;
- a streamlined visa nomination and priority visa application processing; and
- no post-qualification work experience requirement for the subclass 482 visa.

REDUCED SKILLS REQUIREMENTS



The ACLA skills requirements have been reduced under the 482 visa to encourage minimally qualified overseas workers to participate. The minimum qualifications are:

- a relevant AQF Certificate III or equivalent or higher; or
- 12 months of relevant full-time work experience or part-time equivalent; or
- a positive skills assessment if the applicant obtained qualification overseas or is claiming work experience in lieu of a relevant qualification; and
- no age limit

ESSENTIAL ACLA ROLES



You can recruit and sponsor experienced direct care workers in the following occupations:

- Nursing Support Worker (Assistant in Nursing) (ANZSCO 423312);
- Personal Care Assistant (Personal Care Worker) (ANZSCO 423313); and
- Aged or Disabled Carer (ANZSCO 423111).

WORK EXPERIENCE



Post-qualification work experience is not a requirement if the applicant's language skills meet:

- IELTS 5.0 (or equivalent) with minimum component scores of 5.0 for speaking and listening and 4.5 for reading and writing - workers employed by culturally and linguistically diverse (CALD) aged care providers; or
- IELTS 4.5 (or equivalent) with no component minimum, provided the overseas worker is fluent in the target community language.

3 KEY STEPS FOR REQUESTING AN ACLA



1. Enter into an MOU with the relevant union (e.g. Australian Nursing and Midwifery Federation, Health Services Union or United Workers Union). Approaching a union will depend on the occupation and the location of the sponsored workers.
2. Submit a request for an ACLA to the DOHA and provide an extensive business case for why the business requires the ACLA.
3. Finally, submit the associated nomination and visa application for the sponsored worker to DOHA.