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About the National Aged Care Alliance

The National Aged Care Alliance is the leading coalition of National aged care peak bodies in Australia. Our members represent the core constituencies involved in the delivery of federally funded aged care services: consumers, service providers, unions and professional bodies.

We work together to establish a more positive future for aged care in Australia. We exist to advocate for older and ageing people to be at the center of an aged care system that delivers high quality services. This includes a needs-based approach that ensures equitable outcomes and access to services and support, whilst embracing the diverse characteristics and life experiences of people who need aged care services now or in the future, including their family, friends and carers. The Alliance champions a human rights-based approach to aged care.

We proactively influence and shape ongoing reform of the aged care and interconnecting systems, such as health, housing and disability that support older and ageing people.

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NACA Election Position Statement 2025

Title	Delivering the care and support needed by older people in a timely and equitable way
Ask	**Ensure the aged care system provides for the timely and equitable delivery of care and support that enables older people to age in their chosen home, community, or location.**
Info	Most older Australians want to age at home and in their community and need timely, responsive and effective support to do so. The Alliance believes that no one should be subject to excessive wait times to start receiving the services they have been assessed as needing. Further, access to the aged care system and delivery of aged care services must be equitable. Ensuring that older people are provided with the care and support they need in the environment of their choosing, regardless of their location It is vital that there are sufficient providers, workers and funding to enable older people to access the right care and support services, at the right time and in the right location. Investment in workforce strategies must ensure the availability of specific service types in all regions, including a variety of allied health supports. As the population ages over the coming decades, the Alliance welcomes increased Government spending on aged care. We note however the importance of monitoring the per capita funding of aged care to ensure consistent availability of aged care services across all regions of Australia and to meet the needs of diverse populations.

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Title	Supporting continuity and parity of care across systems
Ask	**Improve service delivery and systems coordination across health, disability, aged care, and veteran's affairs to ensure continuity and parity of care as people age**
Info	Older people should be able to access the care and support they need regardless of the system it comes from. Government must support improved coordination and integration across aged care, disability, veteran's care, and health care systems to ensure they do not silo their individual care systems. There should also be parity of care across systems, so that individuals are not disadvantaged (e.g. financially) if they seek care from one system rather than another. Individuals should be holistically supported as they age and ensuring this requires all care and health systems to maintain a 'person-centred' approach. Older Australians should be able to receive community health, primary care and hospitals alongside nursing, personal care and allied health services delivered within aged care programs. As NDIS participants age and may require ageing related supports to supplement their disability services, the seamless delivery of supports across these two systems will become increasingly important. The role of Care Partners/Managers within aged care will need to evolve to deliver a broader coordination function to support older people to get the right support they need, from whatever system is most appropriate for them. In regional areas, attracting specialists' services may require the streamlining of service delivery across systems so that allied health professionals are able to deliver services in small population centres. Older people now and into the future access care and support across systems, and it is imperative these systems work together to deliver the best outcomes for Australians.

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Title	Securing the future of the aged care workforce
Ask	**Set workforce strategy targets subject to annual evaluation, with particular reference to minimum qualifications, skills and training targets, and use of full scope of practice.**
Info	Following the Fair Work Commission's decisions on the Aged Care Work Value Case, the Government has funded a 15% or more wage increase to many aged care workers over recent years. For these workers this has made working in aged care more attractive, provided competitive opportunities with similar industries such as disability or veteran affairs. However, few other actions have been taken achieve the required growth in and distribution of the aged care workforce. Limited information is available that provides a comprehensive view of the type, size, skills and qualifications across the diverse workforce and how it varies between regions, both in aged care and across the care economy. This must be addressed if we are to build a robust aged care workforce. Workforce strategy targets can help secure the future of aged care workers by providing a clear pathway for workers and establishing processes for monitoring progress and evaluation. Initiatives to develop the aged care workforce must be accompanied by clear pathways towards developing minimum qualifications such as the use of a registration scheme, a measure that is currently being considered by Government. As well as plans to ensure individual workers can use the full scope of their practice within their functions in aged care.

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Title	A roadmap for Australia's Care and Support Economy
Ask	**By June 2028, develop a 'Care and Support Economy Roadmap' that outlines how progressive alignment of regulation, workforce and service costs across sectors may occur over the next decade.**
Info	Aged Care sits within the broader care and support economy which is recognised as one of the fastest growing parts of Australia's economy. The aged care, veterans' care and disability supports sectors of the broader care and support economy have clear alignment. Individuals seek quality care and support across each of these sectors; the same workforce seeks fair wages, safe and reasonable working conditions and opportunities for career development; and providers operating in one or more of these systems look for aligned efficiencies and consistent regulations. Initiatives such as the Boosting the Local Care Workforce Program and initiatives sponsoring overseas workers demonstrate the benefits of working across these sectors The Department of Prime Minister and Cabinet has identified three goals for the care economy focused on Quality Care and Support; Quality Jobs; and Productive and Sustainable Systems/Services. These goals are underpinned by deeper analysis of the reforms underway in the individual sectors of the care and support economy. In the next term of Parliament, a clearer roadmap is needed that identifies milestones for how alignment of regulation, workforce and service costs must be delivered to enable an orderly transition towards the care and support economy across the sectors.

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Title	Future proofing care and support for people as they age
Ask	**Advance planning on the delivery of outstanding aged care reforms, including the future direction of the Commonwealth Home Support Programme, no later than the 2026 Federal Budget.**
Info	The commencement of the new Aged Care Act on 1 July 2025 will mark a turning point for aged care in Australia. However, everyone within the sector is aware that there is still much more work to be done to deliver meaningful, long-lasting change for older people. Key milestones that are yet to occur include the transitioning of CHSP into Support at Home, the legislated review of the Act in 2028, Accommodation Pricing reviews in 2026 and the future of RADs in 2030. Further, not only will reform continue into the years following the commencement of the new Act, but we will also have to actively monitor and respond to emergency issues that arise from reform implementation, changes in consumer behaviour, or external events. To ensure people accessing aged care today and into the future benefit from the new system, the Government must remain stewards of reform. Proactive efforts should be taken to monitor implementation, act on transition challenges, support thin markets, and avoid adverse outcomes for older Australians. These measures should facilitate the development of a clear plan to guide CHSP transition no later than the 2026 Federal Budget.

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Title	Embedding human rights and cultural safety into aged care
Ask	**Fund and mandate training in cultural safety, trauma-informed care, human rights and other new obligations under the Aged Care Act.**
Info	95% of respondents to the Aged Care Worker Survey indicated they had completed an educational qualification. The most common was a Certificate III in Individual Support (Ageing), followed by a Certificate III in Aged Care and a Bachelor of Nursing. Respondents also noted that the most common work-related training completed was infection prevention and control training, followed by dementia care training. While these are all important and valuable areas of training, they are not designed to equip workers with the additional knowledge needed to deliver care within the reformed system. If aged care is to move to a care and support system underpinned by the rights of the older person, deeper understanding of these new obligations, along with improvements in understanding human rights, trauma-informed care, and cultural safety is required. However, requirements to train staff on such matters are not a current mandated requirement, nor are there funds available to providers to facilitate such training. While work continues on wider reform measures to introduce mandatory minimum qualifications, it must be recognised that building a better aged care system will require the necessary foundation to be developed.

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Title	A just and responsible transition towards the use of technologies in aged care
Ask	**Support the aged care sector to undertake digital transformation that improves quality of care for older people and utilises technology in a manner which is ethical, fair and trustworthy.**
Info	Enhanced data collection provides opportunity to better understand the changing needs of older people, monitor sector performance, and track service demand. Digital technology can improve in-person service delivery, strengthen connections with older people, and increase accessibility. However, the benefits of these improvements can only be achieved if data and digital transformation is just and equitable. Industries across Australia are very much still learning how to ensure data and digital transformation is undertaken ethically. This is particularly critical in care sectors such as aged care, given the highly human-centered nature of service delivery. Increased use of digital technologies, including AI, has implications for participants, workers, and providers in all areas of the sector. To ensure this transformation enhances care delivery and improves outcomes we must establish strong ethical frameworks and robust regulations. This guidance should focus on data and digital transformation that delivers better care to older people, strengthens the aged care workforce, and improve business operations for providers.

For any issues or feedback, please contact the Spokesperson for the National Aged Care Alliance Agnieszka Chudecka at 0487 124 043 or secretariat@naca.asn.au

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National Aged Care Alliance Members

(as at April 2025)

Ageing Australia

Allied Health Professions Australia

Anglicare Australia
In every Community

independence matters
Australian Independent Retirees

audiology australia

AAG
Australian Association of Gerontology

Australian College of Nursing

ACIA
AGED CARE INDUSTRY ASSOCIATION

ACTA
Australian Community Transport Association

ADA
AUSTRALIAN DENTAL ASSOCIATION

ahha
australian healthcare & hospitals association

Australian Nursing & Midwifery Federation

APA
AUSTRALIAN PHYSIOTHERAPY ASSOCIATION

ariia
Aged Care Research & Industry Innovation Australia

Australian Recreational Therapy Association

BAPTIST CARE AUSTRALIA

Carers Australia

CATHOLIC HEALTH
Australia

COTA
For older Australians

Dementia Australia

EAAA
Elder Abuse Action Australia

ESSA

HSU NATIONAL

LGBTIQ+ HEALTH AUSTRALIA

LUTHERAN CHURCH OF AUSTRALIA
where love comes to life

Macular Disease Foundation AUSTRALIA
Our focus is your vision

Meaningful Ageing AUSTRALIA

Meals on Wheels Australia

napwha
national association of people with HIV australia

NATSIAACC
National Aboriginal & Torres Strait Islander Ageing and Aged Care Council

Occupational Therapy Australia

OPAN
Older Persons Advocacy Network

PalliativeCare
AUSTRALIA

PICAC alliance
Partners in Culturally Appropriate Care

psrac
Public Sector Residential Aged Care

See Differently.
WITH THE ROYAL SOCIETY for THE BLIND

Speech Pathology Australia

UnitingCare Australia

Vision Australia
Blindness. Low Vision. Opportunity.