



Your introduction to **worker screening**

Worker screening under the NDIS Commission

Under the NDIS Quality and Safeguards Commission (NDIS Commission), registered providers must ensure their key personnel and staff who provide specified supports and services have an appropriate clearance.

New NDIS Worker Screening Checks are coming soon. These will replace the different arrangements operating in most states and territories, and set a single national standard for all workers. NDIS Worker Screening Checks will protect the rights of all NDIS participants to access NDIS services and supports that are safe and of high quality, no matter where in Australia they are located.

What does this mean for providers?

You must ensure that particular workers have an appropriate clearance as a mandatory requirement of your NDIS provider registration. This guarantees that key personnel and workers with more than incidental contact with people with disability do not pose an unacceptable risk to the safety and wellbeing of NDIS participants.

As a registered NDIS provider, you are responsible for:

01 | Identifying which roles and jobs need a check

Registered NDIS providers are required to make sure that workers in the following risk-assessed roles have an appropriate clearance and keep records.

These include:

- key personnel
- roles for which the normal duties include the direct delivery of specified supports or specified services to a person with disability.

02 | Ensuring all workers in risk-assessed roles have an appropriate clearance

Engaging workers that do not have an appropriate clearance in these roles could be a breach of your registration conditions. It may also be an offence under state and territory legislation for workers to work without a clearance if their role requires one.

i *A list of specified supports and specified services can be found in the 'Worker screening' section of the NDIS Commission website.*

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Worker screening as part of the NDIS Framework

Worker screening is only one of a range of strategies you will need to put in place to identify and minimise risk of harm to people with disability.

You must also actively promote a culture that does not tolerate abuse, neglect or exploitation, and focuses on continuous upskilling, education and training for your workers.

What are the new worker screening arrangements?

States and territories will soon start implementing new worker screening arrangements as part of a national approach.

01 | NDIS Worker Screening Check

Once fully implemented, the NDIS Worker Screening Check will enable a screened worker to deliver services and supports in any state or territory. This will reduce paperwork for workers and employers and increase safety for participants.

Until the NDIS National Worker Screening Check is launched, existing arrangements for worker screening or police checks in your state or territory continue to apply.

02 | NDIS Worker Screening Database

The NDIS Commission is working with state and territory governments to develop an NDIS Worker Screening Database to support the NDIS Worker Screening Check.

The database will:

- have a register of cleared and excluded workers from all states and territories to enable national portability of clearances
- support national ongoing monitoring of the criminal history records of workers with clearances
- mean employers across the country can go to one place to sponsor applications and verify the clearances of prospective workers, without needing to contact individual states and territories' worker screening units
- help providers with record-keeping requirements.

The NDIS Commission will contact all NDIS providers with more details closer to launch.

We are here to help

If you have any questions about worker screening or complying with the Rules, please contact the NDIS Commission on **1800 035 544**.

 **Detailed information on the topics covered in this document is available in the 'Worker screening' section of the NDIS Commission website.**