

in partnership with



Review of the Disability Worker Regulation Scheme registration standards

Consultation paper

Responses due by 13 December 2024

Contents

- Introduction3
- Consultation3
 - Why we are consulting?3
 - Why does it matter?4
 - Registration4
- Consultation process5
 - How we are getting your input5
 - What happens when consultation closes.....5
- Part A6
 - Registration standards6
 - The current standards6
 - Proposed amendments to the registration standards6
 - 1. Criminal history registration standard6
 - 2. Continuing professional development registration standard8
 - 3. English language requirements registration standard 10
- Part B 13
 - Other matters related to registration 13
 - Questions 13
- Part C 14
 - Summary of questions 14
- Appendix: Definitions 16

Introduction

The Disability Worker Regulation Scheme (the Scheme) regulates all disability workers in Victoria. It was established by the *Disability Service Safeguards Act 2018* (Vic) and is administered by 2 independent, statutory bodies: the [Disability Worker Registration Board of Victoria](https://www.vdwc.vic.gov.au/about/registration-board) <<https://www.vdwc.vic.gov.au/about/registration-board>> (the Board) and the [Victorian Disability Worker Commissioner](https://www.vdwc.vic.gov.au/about/commissioner) <<https://www.vdwc.vic.gov.au/about/commissioner>>. Both are supported by the Victorian Disability Worker Commission (the Commission).

The Board and the Commission are consulting to ensure the standards for registered disability workers that operate under the Scheme are working well. We want to ensure they provide all the information a disability worker needs to understand what the Board requires and how they meet these requirements.

You can read more about the background of the Scheme on the [Victorian Disability Worker Commission website](https://www.vdwc.vic.gov.au/about) <<https://www.vdwc.vic.gov.au/about>>.

Consultation

Why we are consulting?

The registration standards have been in effect since 2021. We want to ensure they are operating as intended. We also want to explore how we can make them better. The current standards for registered disability workers are:

- criminal history
- English language requirements
- continuing professional development (also known as CPD).

In 2019 the Board conducted public consultation on registration standards proposed for the Scheme's first registration period. As part of this process, the Board consulted on 6 possible standards specifically provided for in the Disability Service Safeguards Act. The Board then set 3 standards. These standards were introduced when voluntary registration of disability workers began in 2021. In the 2019 consultation, the Board said it would review and amend the standards as the Scheme matures.

The standards have been operating for 3 years. The Board now has a better understanding of the workforce being regulated and the needs of the people receiving disability services. With this experience of administering the standards we want to improve them. We recognise that the disability sector has changed since 2019. Changes include introducing new regulations and reviews that have made recommendations for change.

The need for disability workers is growing. The disability workforce provides a wide range of services and come from diverse backgrounds. Most workers are in part-time or casual roles. They might be employees or work for themselves. The knowledge, skills, competencies and experience of disability workers varies, from contract workers to health professionals registered with other regulatory bodies.

The NDIS Taskforce and the recent Disability Royal Commission have recognised the important role that high-quality disability services play in keeping people with disability safe. Both agree that registering disability workers is important. As the only jurisdiction with a worker registration scheme, Victoria's

registration standards have an important role in improving the professionalism of disability workers and the quality of disability services that support safer outcomes for people with disability in Victoria.

The Victorian Government has also announced a proposal to merge the functions of the Commission and Board into the Social Services Regulator, Victoria's independent regulator of social services. This change is expected over the next 3 years. You can read more about this change on the [Victorian Disability Worker Commission website](https://www.vdwc.vic.gov.au/about/news-resources-media/news/commission-and-boards-regulatory-functions-continue-introduction) <<https://www.vdwc.vic.gov.au/about/news-resources-media/news/commission-and-boards-regulatory-functions-continue-introduction>>.

We want to make sure the current registration standards meet the expectations of the sector. They should meet the aim of promoting a quality, safe, responsive and sustainable disability workforce. They should also ensure all services for people with disability are high quality and delivered safely. We are asking for input from everyone involved. This includes people with disability, their families, disability workers, service providers and others.

Why does it matter?

In listening to you, we can improve the registration standards by making them easier for disability workers to understand. Because registration under the Scheme is voluntary, we hope that better understanding of the standards may lead to more disability workers choosing to become registered. This will mean better quality and safer services for people with disability.

Registration

Being a registered disability worker lets disability workers show they have the knowledge, skills, capabilities and experience to deliver high-quality services. It also gives confidence to people with disability and their families that the services provided by the registered worker are safe and of good quality. Registration is valued by both disability workers and people with disability who use services by:

- making the disability workforce more professional
- making services better
- keeping people who use these services safe.

Employers who choose registered workers show their support of these goals.

Current registration requirements

Registration is open to any person working in Victoria who provides a disability service to a person with disability. Supervisors and managers of people who provide disability services can also register as a disability worker.

To be eligible for registration, workers must show they have the necessary knowledge, skills and experience and that they are a suitable person to be a registered disability worker.

The Board assesses whether applicants are:

- qualified through experience and/or formal qualifications
- suitable to be a registered disability worker.

Disability workers can register as a disability support worker or disability practitioner. Practitioners have higher qualifications, usually at diploma level or higher. All workers need to have experience providing disability services to become registered.

The registration period runs from 1 October to 30 September each year. Registered disability workers must renew their registration each year.

Consultation process

How we are getting your input

We are asking for your feedback on the proposed changes to the current registration standards.

This paper includes:

- background on the consultation and why we are amending the standards
- the proposed standards, reasons for proposed changes to those standards and questions to guide your feedback (Part A)
- broad questions related to registration standards and the Scheme (Part B)
- a summary of questions (Part C).

You can respond to the consultation in one of 2 ways:

- Complete a survey. You can answer the questions contained in this consultation paper via our website www.vdwc.vic.gov.au/registration-standards-consultation.
- Write a submission. If you would prefer to write or video a submission, please email consultation@vdwc.vic.gov.au.

If you need help to access the survey or information or to make an oral submission, please contact us via consultation@vdwc.vic.gov.au or call (03) 9595 1044. A member of our team will guide you through the process.

We are interested in the views of all our stakeholders on how the standards are working and how they can be improved. This process is consistent with the principles in our stakeholder engagement framework. (You can find this on the [Commission's website](#).)

What happens when consultation closes

We will accept feedback until 13 December 2024. This is 5 weeks from the date of releasing this consultation paper. The Board will consider all feedback we receive. The outcomes of the consultation and the Board's response will be published on our website early in 2025. Once finalised, the amended standards will be published on the Commission's website.

Part A

Registration standards

The Disability Service Safeguards Act allows the Board to create registration standards for registered disability workers. In 2020 the Board decided to set 3 standards for worker registration. These standards aim to make the disability workforce more professional and improve the quality of services while keeping those who receive support safe.

The current standards

- 1. Criminal history:** The criminal history standard set by the Board is consistent with the NDIS worker screening check. This means any criminal history is assessed using the same decision-making framework in the *Worker Screening Act 2020*.
- 2. Continuing professional development:** The CPD standard requires registered disability workers to complete 10 hours of CPD every year. Compliance with the standard is checked when applying to renew registration.
- 3. English language requirements:** The English language requirements standard requires a disability worker to be competent in speaking or otherwise communicating in English. This is administered through a self-declaration that the applicant can communicate in English.

Proposed amendments to the registration standards

1. Criminal history registration standard

The Act requires the Board to assess if a person applying for registration is suitable to practise as a disability worker. This involves the Board reviewing a person's criminal history. The Act also allows for the Board to consider the criminal history of registered disability workers to decide if that criminal history affects their suitability to practise and to remain registered. The criminal history registration standard was set to meet this requirement.

In 2020 the Board set a criminal history registration standard that is consistent with the NDIS worker screening check (NDIS check). This means that the Board assesses a person's criminal history using the same decision-making framework for applications for NDIS checks, set out in the Worker Screening Act.

The proposed standard confirms this framework. It sets out the factors the Board considers when deciding whether a person's criminal history is relevant to their suitability to practise as a disability worker.

Summary of changes

There are **no proposed changes** to the core requirement in the standard. A person applying for registration must submit to a criminal history check. Registered disability workers must advise the Board of changes to their criminal history. The proposed amendment provides more information on what a disability worker must do. It confirms the NDIS check as proof they have already had a criminal history check.

The proposed change also outlines the relevant factors applied by the Board to assess the suitability of a disability worker. This includes the classification of the charge, offence or conduct consistent with the Worker Screening Act. These categories are defined in the standard to provide transparency and accountability of how the standard is applied and assessed.

Offence categories and how the Board assesses criminal history

Criminal offences are classified into categories A, B and C. These are taken from the categories used in Schedules 1 and 3 of the Worker Screening Act.

How an offence is categorised depends on details of the offence and the circumstances – for example, whether the person charged was an adult or child at the time. In all cases, if the Board proposes to refuse registration, the Board will tell the applicant why and give them a chance to respond. The Board will consider the response before making a final decision.

Category A offences are in Schedule 1 of the Act. They include the most serious types of offending and include murder and rape. In the case of convictions or a finding of guilt for a Category A offence committed when the person was an adult, the Board will consider refusing registration.

Category B offences are in Schedule 3 of the Act. They include offences such as theft, fraud, some sexual offences and assault. For Category B offences, the Board will consider whether exceptional circumstances mean an application should not be refused.

Category C offences are those not covered by Schedules 1 or 3 of the Act. For Category C offences, the Board will consider whether the applicant poses an unacceptable risk of harm to people with disability.

Depending on the assessment of any conduct, the Board may decide that a worker is unsuitable for registration. However, not all applicants with a criminal history are refused registration. Not all registered disability workers with a criminal history have to stop practising.

The proposed standard sets out the factors the Board considers in assessing criminal history. This includes deciding whether there are exceptional circumstances (for Category B) or whether a worker poses an unacceptable risk of harm to people with disability (for Category C).

The Board recognises the influence of the social determinants of justice. ‘Social determinants’ are the factors in your environment that affect your health and wellbeing, like where you live, your income, education and social connections. The Board acknowledges that these factors may affect a person’s criminal history. The Board may consider the social determinants of justice that some people experience to ensure the criminal history standard is applied fairly to all applicants.

The standard also includes information about the circumstances where an international criminal check may be required, and what happens if the standard is not met.

Questions

CH 1. Is the content, language and structure of the proposed criminal history standard helpful, clear and workable for the disability sector? If not, how can this be improved?

CH 2. Does the Board’s approach to assessing an applicant’s criminal history appropriately balance safety and suitability considerations as well as individual circumstances?

CH 3. If there are any negative impacts you anticipate from the Board's approach, please describe these.

CH 4. Do you have any other comments on the proposed criminal history registration standard?

2. Continuing professional development registration standard

The requirement for all registered disability workers to complete CPD will stay at 10 hours of CPD per year. The Board considers this amount is suitable for improving the quality and safety of disability services while considering the challenges faced by a mostly part-time and casual workforce, including time and financial costs.

CPD is a common requirement across other regulatory bodies and professional associations. This standard shows the Board's support for better recognition of the disability workforce as a profession. It also shows the importance of improving the quality of disability practice to promote better outcomes for those receiving disability services.

Summary of changes

There are **no proposed changes** to the core requirement in the standard to complete 10 hours of CPD each year.

The proposed CPD standard includes changes that are consistent with the information and policy guidance issued by the Board in its August 2022 CPD guide. The proposed CPD standard includes this information to improve transparency and administration of the standard. The information added to the standard includes the following:

1. The proposed standard lists 4 guiding principles to inform whether courses or training can count towards the required 10 hours of CPD:
 - It contributes directly to improving a disability worker's existing knowledge and skills in the type of disability work they do, and the disability services they provide.
 - It aims to improve outcomes for people with disability receiving services.
 - It helps disability workers to stay up to date with disability-specific sector knowledge and professional practice.
 - It uses the most up-to-date information and research where possible to guide good decisions and disability-specific practice.
2. A pro-rata requirement for disability workers who have been registered for less than 12 months. These workers will need to complete CPD of 2.5 hours for every 3 months of the remaining registration period.
3. The requirement to comply with any conditions imposed by the Board related to part of the CPD standard for the registration period. For example, if the Board imposes a condition that the worker must complete certain CPD.
4. The proposed standard outlines how to request an exemption if exceptional circumstances prevent a registered worker from completing the CPD requirement.
5. Formalising the requirement to maintain records of the CPD undertaken. Records that satisfy the requirement include:

- certificates of attainment or attendance
- participant notes from the CPD activity such as reading journals, communities of practice and mentoring
- a log that records the worker's CPD activities, name, date and hours as well as a reflection on how these CPD activities are expected to improve or have improved the worker's practice.

The proposed standard does not exclude certain courses or training from CPD. This recognises that there is no one-size-fits-all approach to disability services.

6. The Board has proposed some changes to the policy guidance it set in August 2022. This relates to the types of training that should not be included in the required 10 hours of CPD. The proposed standard does not exclude annual 'refresher' training, basic first aid and CPR, fire safety and manual handling.

The Board has proposed this change because of variability in workforce arrangements. The proposed exclusions to courses may unfairly affect workers who are sole traders or who get work through labour hire companies.

7. The standard outlines how refresher training may be included in the total number of CPD hours completed each registration year.

The Board proposes a 2-hour limit on CPD that is 'refresher' training being counted towards the 10 hours of required CPD. The purpose of CPD is to enhance practice as a disability worker to provide safe and effective support to people with disability. This can be achieved through various means including deepening expertise, broadening expertise and maintaining currency in fundamental skills and knowledge. The proposed 2-hour limit recognises that maintaining skills and knowledge may form part of annual CPD but that most CPD should relate to improving skills and knowledge.

Questions

CPD 1. Is the content, language and structure of the proposed CPD registration standard helpful, clear, relevant and workable for the disability sector? If not, how can this be improved?

CPD 2. Within the 10 hours of annual CPD required, should there be a limit on the number of hours or the proportion of the CPD attributable to repeat/refresher-type training?

- a. If so, why or why not?
- b. Is 2 hours an appropriate limit?

CPD 3. The proposed standard outlines record-keeping requirements and lists documents that could be kept that would:

- a. demonstrate or prove the activities undertaken
- b. encourage applying knowledge into practice.

Is the guidance on record keeping sufficient to meet the objectives of the standard? If not, what else would you propose?

CPD 4. Are there specific types of professional development courses or training that should be required or excluded under CPD? If so, can you describe?

CPD 5. Do you have any other comments on the proposed CPD registration standard?

3. English language requirements registration standard

The English language standard requires a disability worker to be competent in speaking or communicating in English. This is administered through a **self-declaration** that the applicant can communicate in English.

The Act enables the Board to decide that a worker is unsuitable to hold registration if their competency in speaking or otherwise communicating in English is insufficient to practise as a disability worker.

Feedback from the disability sector during the 2019 standards consultation recognised the importance of English language skills to perform certain tasks safely and effectively. The Board also received feedback that English language requirements may discourage workers from diverse communities from registering. This could affect workforce diversity and choice and control for people with disability and families from culturally diverse backgrounds.

Disability support work is diverse and ranges from complex medical and therapeutic care to transport, companionship and household duties. A core requirement for a disability worker regardless of their area of practice is to have an adequate understanding of English to provide safe and quality services. (This includes reading and applying a person's support and health plans, incident reporting, providing handover notes and at times administering medication.) While cultural and language familiarity can play an important role in building trust and connection between a disability worker and person with disability, the capacity to communicate in English is necessary to ensure safe service delivery. This includes being able to engage with providers, services, emergency services and regulators.

Summary of changes

The proposed approach to English language requirements stays the same: applicants must self-declare their competency in speaking or communicating in English.

In assessing whether a worker is suitable to practise as a disability worker, the Board considers whether the person's competency in speaking or otherwise communicating in English is sufficient to practise as a disability worker.

The changes to the proposed standard provide guidance for disability workers to assess their competency if they are unsure if it is sufficient to practise as a disability worker. Without this information, some disability workers may assume that they may not meet the standard and may not apply for worker registration.

Research conducted for the Commission in 2024 by RMIT estimates there are more than 155,000 disability workers in Victoria. This research shows that over 41% of this workforce were born overseas and over 66% speak a language other than English at home.¹

Noting these characteristics of the disability workforce, the proposed standard provides **guidance** on how an applicant could self-assess their English skills if they are unsure if they meet the standard. The standard advises disability workers to use the Department of Home Affairs 'Vocational English level' to

¹ RMIT Workforce Innovation and Development Institute 2024. Unpublished.

assess their competency. Vocational English level refers to the ability to use English effectively in a specific job or trade. It is a standard used to assess that you can understand and use the language needed for:

- work tasks
- communicating with colleagues
- following instructions
- handling job-related documents.

Vocational English is the English language requirement for working visas relevant to the disability and aged care sectors. It helps address potential barriers for immigrant workers. Vocational English corresponds with level 5 of the International English Language Testing System (IELTS). This level can be demonstrated by attending an English instruction primary school and 3 years of secondary school.

An alternative higher competency requirement would be Competent English level IELTS 6, which meets skilled worker visa requirements. An alternative lower competency requirement would be Functional English level IELTS 4. Functional English does not meet current working visa requirements. It is lower than the proposed mandatory language level for the aged care sector.

The Board recommends Vocational English as a reasonable and necessary level of English to undertake disability work consistent with the objectives of the Act. This approach is also consistent with the needs of disability work. These needs include to communicate with the person accessing the service, as well as their representatives and other service providers to understand and effectively respond to their needs. These requirements were acknowledged when the Act was introduced to Parliament.

In consultations with the Board and Commission, representatives from the Deaf community have said that the current standard may be a barrier to registration for deaf and hard of hearing disability workers. These workers use sign language, such as Australian Sign Language (Auslan), to communicate, especially with service users who only use Auslan.

Feedback from the 2019 consultation also highlighted that while English language skills are important for disability workers, the ability to communicate in other languages is also valued. The Commission recognises that, in some cases, it is necessary to address these needs.

The proposed standard outlines the capacity of the Board to consider the language skills of applicants who cannot speak or otherwise communicate in English at the Vocational English level. This change is aimed at making it possible for applicants who communicate primarily using a different language, including Auslan.

The Board may also impose a condition on a disability worker's registration that aims to safeguard people receiving disability services. This would be decided based on the circumstances of the applicant and their chosen area of practice.

When imposing a condition, the Board may consider the disability worker's:

- area of practice
- level of supervision
- any assistive technology they use.

These factors are included in the proposed standard.

Questions

EL 1. Is the content, language and structure of the proposed English language requirement registration standard (including self-assessment guidance) helpful, clear, relevant and workable for the disability sector? If not, how can this be improved?

EL 2. Is Vocational English at IELTS 5 level the appropriate level for disability workers being able to provide safe and quality support and services? Or is a higher standard (Competent English level IELTS 6, consistent with skilled worker visa requirements) or a lower standard (Functional English level IELTS4) more appropriate?

EL 3. The proposed standard would allow the Board to grant an exemption on the Vocational English language level or to consider imposing a condition on the applicant's registration to ensure the safeguarding of people receiving disability services. What relevant factors should the Board consider when assessing these applications?

EL 4. Do you have any other comments on the English language requirement registration standard?

Part B

Other matters related to registration

This could include any broader feedback and suggestions you have about the disability workforce in relation to registration, safeguarding, quality and professional development.

Questions

OM 1. Do you have any suggestions, requirements, processes or other actions that might encourage disability workers to register?

OM 3. Do you have feedback or suggestions on how the Disability Worker Registration Scheme is operating and how it can be improved?

OM 2. Tell us about any other standards or requirements that could apply to registered disability workers to improve the quality and safety of disability services.

The Act (s 138) enables the Board to develop other standards and guidelines for the following:

- requirements for professional indemnity insurance arrangements
- requirements in relation to the nature, extent, period and recency of any previous practice experience by applicants for registration
- the physical and mental health of
 - applicants for registration
 - registered disability workers
- the scope of practice of registered disability workers
- any other issue relevant to the eligibility of individuals for registration as disability workers or the capacity of individuals to practise competently and safely as disability workers.

Part C

Summary of questions

Criminal history registration standard:

CH 1. Is the content, language and structure of the proposed criminal history standard helpful, clear and workable for the disability sector? If not, how can this be improved?

CH 2. Does the Board's approach to assessing an applicant's criminal history appropriately balance safety and suitability considerations as well as individual circumstances?

CH 3. If there are any negative impacts you anticipate from the Board's approach, please describe these.

CH 4. Do you have any other comments on the proposed criminal history registration standard?

Continuing professional development registration standard:

CPD 1. Is the content, language and structure of the proposed CPD registration standard helpful, clear, relevant and workable for the disability sector? If not, how can this be improved?

CPD 2. Within the 10 hours of annual CPD required, should there be a limit on the number of hours or the proportion of the CPD attributable to repeat/refresher-type training?

- a. If so, why or why not?
- b. Is 2 hours an appropriate limit?

CPD 3. The proposed standard outlines record-keeping requirements and lists documents that could be kept that would:

- a. demonstrate or prove the activities undertaken
- b. encourage applying knowledge into practice.

Is the guidance on record keeping sufficient to meet the objectives of the standard? If not, what else would you propose?

CPD 4. Are there specific types of professional development courses or training that should be required or excluded under CPD? If so, can you describe?

CPD 5. Do you have any other comments on the proposed CPD registration standard?

English language requirement standard:

EL 1. Is the content, language and structure of the proposed English language requirement registration standard (including self-assessment guidance) helpful, clear, relevant and workable for the disability sector? If not, how can this be improved?

EL 2. Is Vocational English at IELTS 5 level the appropriate level for disability workers being able to provide safe and quality support and services? Or is a higher standard (Competent English level IELTS 6, consistent with skilled worker visa requirements) or a lower standard (Functional English level IELTS4) more appropriate?

EL 3. The proposed standard would allow the Board to grant an exemption on the Vocational English language level or to consider imposing a condition on the applicant's registration to ensure the safeguarding of people receiving disability services. What relevant factors should the Board consider when assessing these applications?

EL 4. Do you have any other comments on the English language registration standard?

Other matters:

OM 1. Do you have any suggestions, requirements, processes or other actions that what might encourage disability workers to register?

OM 2. Do you have feedback or suggestions on how the Disability Worker Registration Scheme is operating and how it can be improved?

OM 3. Tell us about any other standards or requirements that could apply to registered disability workers to improve the quality and safety of disability services.

The Act (s 138) enables the Board to develop other standards and guidelines for the following:

- requirements for professional indemnity insurance arrangements
- requirements in relation to the nature, extent, period and recency of any previous practice experience by applicants for registration
- the physical and mental health of
 - applicants for registration
 - registered disability workers
- the scope of practice of registered disability workers
- any other issue relevant to the eligibility of individuals for registration as disability workers or the capacity of individuals to practise competently and safely as disability workers.

Appendix: Definitions

Term	Meaning
Auslan	Auslan (Australian Sign Language) is the primary sign language used by the Deaf community in Australia. It uses signs, gestures, facial expressions and body language for communication.
Code of Conduct	<p>The Disability Service Safeguards Code of Conduct is set out in the Disability Service Safeguards Regulations 2020, which are rules made under the Disability Service Safeguards Act 2018.</p> <p>The Code adopts the same requirements as the NDIS Code of Conduct and sets out the appropriate and ethical obligations to ensure the safety and wellbeing of people with a disability.</p>
Continuing professional development (CPD)	Continuing professional development means regularly updating and improving your skills and knowledge related to your job throughout your career.
Disability worker	<p>A person who provides disability services, as defined in the Disability Service Safeguards Act 2018.</p> <p>In this document disability worker refers to both disability support workers and disability practitioners.</p>
Disability service	<p>This term is defined under the Disability Service Safeguards Act 2018 as a service that involves more than incidental contact with a person with a disability, and is specifically provided to a person with disability for the purpose of:</p> <ul style="list-style-type: none"> • caring, • treating, or • supporting the person to manage their limitations with activities including: <ul style="list-style-type: none"> - communication - social or economic participation - social interaction - learning - mobility - self-care - self-management.
Disability Services Safeguards Act Vic 2018	<p>Disability services safeguards Act sets the rules to regulate registered and unregistered disability workers.</p> <p>Disability Service Safeguards Act 2018 (legislation.vic.gov.au)</p>

International English Language Testing System (IELTS)	<p>IELTS is a standard for testing English proficiency that is internationally recognised. It is often used to help a person achieve their ambition of working, studying or moving to a country where English is spoken.</p> <p>Reference: Department of Home Affairs website <https://immi.homeaffairs.gov.au/help-support/meeting-our-requirements/english-language/vocational-english></p>
NDIS Worker Screening Check	A nationally consistent assessment conducted by a state or territory Worker Screening Unit to determine whether a person who works or seeks to work with people with disability poses a risk to them.
Professionalism	How you act and what qualities you show in your job. It's about being good at what you do, being honest, being someone people can depend on, and treating others well. Acting professionally also means following the rules of your job, doing what you're supposed to, and always trying to do your best.
Registration standards	These are rules that say what someone or a group needs to do to get permission to work in a certain job or industry. These rules make sure that people have the right qualifications, skills and values to do their job well and safely. They might include things like needing a certain level of education, having practical experience, continuing to learn, and following the law. These rules provide confidence that workers are skilled and that users of the service are safe and well cared for.
Service users	People with disability who pay for and use support services provided by disability workers. These workers can be either through a service provider organisation, directly employed by the person with disability or from an online platform.
Vocational English	Vocational English language level refers to the ability to use English effectively in a specific job or trade. It means you can understand and use the language needed for work tasks, communicate with colleagues, follow instructions and handle job-related documents.
Worker Screening Act	<p>The <i>Worker Screening Act 2020</i> sets out the rules for screening of workers who work in risk assessed roles in the National Disability Insurance Scheme, and for working with children.</p> <p>Reference: Worker Screening Act 2020 < https://www.legislation.vic.gov.au/in-force/acts/worker-screening-act-2020/></p>
Offence Categories	<p>Schedule 1 and 3 of the Worker Screening Act 2020 outlines the NDIS categories of charges and offences.</p> <ul style="list-style-type: none"> • Category A offence is a 'NDIS category A offence' as defined in the Act, specified in Schedule 1 of that Act. • Category B offence is a 'NDIS category B offence' as defined in the Act, specified in Schedule 3 of that Act.

	<ul style="list-style-type: none">• All other convictions and findings of guilt for offences that are not found in either Schedule 1 or 3 of the Act are still risk-assessed on a case-by-case basis to determine whether there is an unacceptable risk of harm to people with disability.• A 'No Category' application is where a person was charged with a minor offence that has been finally dealt with and they were not convicted or found guilty, and the offence is not one that is listed in Schedule 1 or 3 of the Act. For those minor offences the Board does not need to conduct a risk assessment.
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