

QUARTERLY INDUSTRY UPDATES

AGED CARE (JULY 2025)

From E4 People, aged care staffing specialists

e4 PEOPLE



INTRODUCTION

As Australia's aged care sector continues to evolve, industry professionals face both challenges and opportunities related to staffing, policies, and funding. At E4 People, we're dedicated to supporting aged care facilities, staff, and residents by staying on top of critical industry trends. Below is our quarterly update for July 2025.

KEY UPDATES

1. Workforce trends

- **Increased demand for registered nurses (RNs):** The ongoing shortage of aged care RNs has remained a significant concern in the sector throughout 2025. To address this issue, the federal government has announced new funding aimed at improving wages, training, and retention of clinical staff in aged care services.
- **Rise of agency nursing in regional areas:** Regional and remote facilities are increasingly relying on agency nurses due to growing difficulties in securing long-term contracts, which have become less viable for facilities because of rising operational costs. Agency nursing roles provide flexibility, higher pay rates, and unique rural working experiences.
- **Higher expectations for staffing compliance:** The quality-of-care reforms outlined in the Aged Care Act have driven facilities to meet stringent staffing ratio requirements, particularly during peak care hours, in preparation for Nov 1st commencement date.

2. Technological advancements

- Facilities are embracing AI-powered care management software to improve resident care plans, monitor clinical outcomes, and automate routine administrative tasks.
- Use of wearable health technologies (such as remote monitoring devices) is expanding, allowing carers and RNs to better oversee residents' health conditions and intervene quickly.

3. Regulatory developments

- Aged care providers are working to comply with new National Care Standards, which include expanded requirements for reporting staffing levels and clinical outcomes in annual audits.
- The government is increasing penalties for facilities that fail to meet minimum daily average care minutes per resident, which includes specific hours that must be allocated to RNs and enrolled nurses (ENs).



4. Opportunities for aged care professionals

- The combination of increased regulatory scrutiny and workforce shortages has created new opportunities for skilled RNs in the aged care sector. Facilities are offering competitive salaries, relocation packages, and professional development incentives to attract staff.
- Regional employers are particularly aggressive in their recruitment efforts, promoting full contracts, agency shifts, or fly-in-fly-out options to meet staffing demands.
- There is growing room for career advancements, including leadership roles such as facility managers and clinical nurse consultants.

5. Funding updates

- The federal budget for 2025 included an additional \$4 billion for aged care, earmarked for workforce development, digital transformation, and improved facility infrastructure.
- The star rating system for aged care facilities, introduced in 2024, is now linked to additional government support. Facilities that consistently achieve high ratings receive priority access to grants and funding.

FEATURED EMPLOYER HIGHLIGHTS

The following organisations are actively hiring for RNs and other key aged care roles across Australia:

Regis aged care

Offering incentives such as relocation bonuses and ongoing professional development programs.

Japara Health (part of calvary)

Aggressively recruiting for leadership roles across their facilities nationwide.

FEATURED EMPLOYER HIGHLIGHTS

At E4 People, aged care staffing is our specialty. We connect talented professionals with Australia's top employers while helping facilities find the staff they need to deliver exceptional care. Whether you're an RN seeking a new opportunity or a facility in need of staffing solutions, we can help.

Contact us now:

Phone: 1800 854 400

Email: hello@e4people.com.au

Website: www.e4people.com.au