

QUARTERLY INDUSTRY UPDATES

AGED CARE (OCTOBER 2025)

From E4 People, aged care staffing specialists

e4 PEOPLE



INTRODUCTION

As we enter the final quarter of 2025, the aged care sector in Australia remains a dynamic landscape with ongoing changes in policies, workforce challenges, and technological advancements. At E4 People, we are committed to supporting aged care providers and professionals by keeping them informed of the latest industry trends. Below is our October 2025 quarterly update, providing insight into the key topics shaping the sector today.

KEY UPDATES

1. Workforce Trends

- **Growing demand for aged care professionals:** There continues to be significant workforce shortages, particularly impacting regional and rural facilities. The aged care sector is seeing an urgent need for registered nurses (RNs) and enrolled nurses (ENs) to meet care standards.
- **Migrant workforce programs expand:** The aged care visa pathway introduced earlier in 2025 has seen a steady influx of skilled migrant workers being placed in facilities. However, many providers report integration challenges, including language barriers and adapting to Australian care standards.
- **Rise in staff burnout rates:** A recent industry survey has highlighted concern over increased rates of burnout among aged care workers, attributed to understaffing, longer shifts, and compliance pressures. Industry bodies are urging providers to improve workplace culture and mental health support.

2. Technological Advancements

- **Increased focus on telehealth integration:** Facilities are ramping up telehealth systems to connect residents with specialist care providers and reduce hospital transfers. This approach is particularly valuable in remote and rural services.
- **Staff training on AI tools:** As facilities implement AI-powered management tools, training programs are being offered to staff on how to use these technologies effectively. This aims to improve operational efficiencies and patient outcomes.
- **Security concerns with medical data:** Providers are being reminded of the importance of cybersecurity as hackers increasingly target healthcare data. The government is encouraging providers to invest in robust digital safeguards.



3. Regulatory Developments

- **Mandatory staffing ratios in effect:** As of November 1, facilities must meet strict staffing ratio requirements, including 200 minutes of care per resident per day, of which 40 minutes must be provided by an RN. This shift is placing significant pressure on facilities to source qualified staff.
- **Changes to star rating criteria:** The government has proposed updates to the aged care star rating system to better reflect resident satisfaction and care outcomes. Facilities will now be audited more frequently to ensure compliance.
- **New quality-of-care penalties:** Non-compliance with minimum care standards will result in heavier penalties, including potential funding cuts for providers who fail to meet requirements.

4. Opportunities for Aged Care Professionals:

- **Higher salaries and incentives:** In response to workforce shortages, facilities are offering higher salaries, sign-on bonuses, and attractive relocation packages, particularly for positions in rural and regional areas.
- **Training and career development:** Continued emphasis is being placed on upskilling existing staff. Facilities are funding professional certifications and leadership development programs to fill senior positions internally.
- **Increased demand for specialised roles:** Niche positions, such as palliative care specialists, dementia care coordinators, and clinical educators, are becoming more prominent as facilities seek to offer specialised care services.

5. Funding Updates:

- **Additional funding for workforce training:** In the October mini-budget, the Australian government announced an extra \$1.5 billion investment in workforce development programs, primarily targeting RNs and enrolled nurse traineeships.
- **Facility renovation grants:** New funding rounds have been allocated to improve the infrastructure of ageing facilities, particularly in regional and rural areas, ensuring that they meet accessibility and safety standards.
- **Digital funding initiatives:** Grants for the adoption of digital technologies, such as care management software and telehealth systems, are being prioritised for facilities in remote and underserved regions.

OUR SHIFT AND CAREER SPOTLIGHT

Immediate Demand for Agency RN Staff

Flexible, high-volume shifts available in key locations, including Sydney CBD, Central Coast NSW, Gold Coast, Brisbane, Melbourne CBD, Northern NSW, Canberra, and Wodonga.

Exciting Care Manager Roles

Opportunities in Goulburn, Toowoomba, Basin View, North Sydney, and Mudgee for experienced leaders ready to make an impact.

Facility Manager Vacancies

Lead and manage operations in prime locations – Toowoomba and Byron Bay.

Clinical Nurse Manager Position

Join a leading facility in Perth, offering exceptional career growth and leadership opportunities.



Visit our job board for the latest aged care job opportunities across Australia!



Need staffing solutions or career opportunities?

E4 People is here to bridge the gap between aged care employers and professionals. Whether you're looking to fill a staff vacancy or seeking your next career move, we've got you covered.

Contact us now:

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