

Trained and Assessed as Competent: SIL Practice Standards and Worker Competency

Programme descriptor

DOCUMENT CONTROL

- Programme: Trained and Assessed as Competent: SIL Practice Standards and Worker Competency (OBA-SIL-2026)
- Audience: Prospective participants, employers and funding bodies
- Version 1.0 | Issued 23/09/2026 | Review due 23/03/2027
- Provider: OBA Nursing Academy

The finding this programme is built on

TWO REGULATORS, THE SAME INSTRUCTION, DIFFERENT WORDS. The NDIS quality indicator at s72D(3) says workers are 'TRAINED AND ASSESSED AS COMPETENT'. The Aged Care Rules at s15-15(15)(a) require services to be delivered by aged care workers who 'ARE SKILLED AND COMPETENT IN THEIR ROLES'. Neither says 'has completed'. A completion record answers a question neither regulator asked, and a learning management system that reports completion percentages is reporting the wrong number.

For a provider with a large or partly casual workforce, that is a training design, assessment and record-keeping problem before it is a compliance problem - which is why this programme spends as much time on designing assessment as on the standards themselves.

What a participant can do afterwards

- Tell a Practice Standard from a quality indicator, and cite either so that somebody else can check it.
- Apply the three limbs of Rules s7(5) to an arrangement, and say which limb decides it.
- Name the five practices the instrument names for training, and say where each is named and how many times.
- Design an assessment of competence that produces evidence - including the outcome 'not yet competent' and what follows it.
- Set a refresher cycle and justify it, knowing that no instrument states one.
- Build an evidence map that answers a certification audit in one pass.
- State the aged care workforce obligation in the words of Aged Care Rules ss15-15(15) and (16), and explain why the familiar training list is not in the legislation.

Structure

Module	Title	Time
00	Orientation: Completion Is Not Competence	23 min
01	Where the SIL Obligations Actually Live: Act, Rules, Guidelines, Guidance	22 min
02	Who Must Register, and the Three Limbs That Decide Whether It Is SIL	23 min
03	Supported Decision-Making: Five Indicators, and the Only One That Names Refresher Training	23 min
04	Safeguarding: Eight Indicators, and the Three Named Training Practices	23 min
05	Practice Governance: 'Trained and Assessed as Competent'	23 min
06	Agreements about Tenancy, Housing and Support Arrangements	23 min
07	The Five Named Practices, and What Each One Actually Is	23 min
08	The Aged Care Parallel: Two Subsections, and a List That Is Not in the Law	26 min
09	Designing Assessment of Competence, and the Records That Survive an Audit	23 min
10	The Evidence Map, the Refresher Cycle, and What to Check on Monday	23 min

Total 7.5 CPD hours, measured. Assessment: 60 items at 80%, plus 5 case studies.

Who it is for

Role	Why
Support workers	s72C(1) asks workers to DEMONSTRATE compliance with the NDIS Code of Conduct, and s72D(3) names four practices they must be assessed as competent in.
Team leaders and supervisors	s72D(1) names mentoring and supervision separately from training, so what a supervisor does evidences a distinct obligation.
Trainers and assessors	s72D(3) is the reason this role now has to design assessment rather than only delivery, and no method is prescribed.
Quality and compliance staff	The evidence map is the artefact a certification

	audit asks for, and the ten checks come with their citations attached.
Governing bodies	s72D(1) puts the training policy, and s72D(6) the oversight of rehearsed emergency planning, at governance level.
Aged care providers	Module 08 runs the same analysis on Aged Care Rules ss15-15(15) and (16), where the named training list turns out not to be in the legislation at all.

SCOPE, CURRENCY AND THE LIMIT OF THIS PROGRAMME

- This programme is professional development for providers and their workforce. It explains the NDIS Practice Standards for supported independent living, the associated quality indicators and the corresponding aged care workforce obligations as they stood at the date of issue, with the register identifier and compilation number of every instrument cited. It is NOT legal advice and NOT a compliance sign-off. It cannot tell you whether a particular arrangement is supported independent living, whether your organisation must register, whether a worker is competent, or whether your evidence will satisfy an auditor. Those are decisions for the provider, its auditor and the NDIS Quality and Safeguards Commission.
- CONTENT VERIFIED 23/09/2026 DIRECTLY FROM THE FEDERAL REGISTER OF LEGISLATION, NOT FROM SECONDARY SOURCES. National Disability Insurance Scheme (Provider Registration and Practice Standards) Rules 2018, register ID F2018L00631, COMPILATION No. 6, compilation date 01/07/2026 (authorised version F2026C00527, registered 02/07/2026), recorded on the register as having NO unincorporated amendments. National Disability Insurance Scheme (Quality Indicators for NDIS Practice Standards) Amendment (Supported Independent Living) Guidelines 2026, register ID F2026N00443, made 23/06/2026, registered 24/06/2026, commenced 1 July 2026. Aged Care Act 2024, C2024A00104, Compilation No. 2. Aged Care Rules 2025, F2025L01173, Compilation No. 10. Check the compilation number on the cover page of any instrument before you rely on a section number in this programme.

SUPPORT - FOR YOU

- Nurse & Midwife Support - 1800 667 877. 24 hours, seven days. Free and confidential, for nurses, midwives and students - including if you are carrying an incident, a complaint or an investigation.
- Lifeline - 13 11 14. 24 hours, seven days. National crisis support.
- You may stop this programme at any point and come back. Nothing is timed and there is no penalty.