

NDIS Practice Standards for Workers: What Binds You, and What Binds Your Employer

Programme descriptor

DOCUMENT CONTROL

- Programme: NDIS Practice Standards for Workers: What Binds You, and What Binds Your Employer (OBA-NPW-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

THE NDIS PRACTICE STANDARDS DO NOT BIND YOU. THEY BIND YOUR EMPLOYER. Act s73T(1) describes them as 'standards concerning the quality of supports or services to be provided by REGISTERED NDIS PROVIDERS', and non-compliance is a breach of a condition of registration. Act s73J then says it in terms: 'A person contravenes this section if the person (a) IS A REGISTERED NDIS PROVIDER; and (b) breaches a condition to which the registration of the person is subject.' You hold no registration, so there is no condition of yours to breach.

WHAT BINDS YOU PERSONALLY IS THE NDIS CODE OF CONDUCT. Code of Conduct Rules s5(2): 'Both of the following are Code-covered persons: (a) NDIS providers; (b) PERSONS EMPLOYED OR OTHERWISE ENGAGED BY NDIS PROVIDERS or members of the key personnel of NDIS providers.' s5(3): 'Code-covered persons MUST COMPLY with the NDIS Code of Conduct.' And the note under it: 'Compliance with the NDIS Code of Conduct is a civil penalty provision (see section 73V of the Act).' Act s73V(3) sets the penalty at 10,000 penalty units for a serious contravention by an NDIS provider, and 250 PENALTY UNITS IN ANY OTHER CASE - which is the case you are in.

For a support worker that is not a technicality. It is the difference between reading the wrong instrument for the rules that govern you, and knowing the one that carries a civil penalty and a personal banning power - and is three pages long.

What a participant can do afterwards

- Say who the Practice Standards bind, and cite the provision that settles it.
- Say who the Code of Conduct binds, list its seven obligations, and explain what 'prevent and respond to' requires that 'respond to' does not.
- Tell a Practice Standard from a quality indicator by the shape of the sentence.

- Find, in the ten indicators under clause 15, the four things that are supposed to exist about them - including the documented scope and limitations of their own position.
- State their own duty to notify a reportable incident, what triggers it, and whose 24-hour clock the 24 hours actually is.
- Explain what an approved quality auditor is assessing, and why an accurate unflattering answer is more useful than a reassuring one.
- And name the three things this programme deliberately does not tell them, and where to get each.

Structure

Module	Title	Time
00	Orientation: The Standards Are Not Yours. The Code Is.	19 min
01	Where Everything Sits: Act, Rules, Standards, Indicators, Guidance	19 min
02	The NDIS Code of Conduct: Seven Obligations That Are Personally Yours	21 min
03	Rights and Responsibilities: The Five Standards About the Participant	18 min
04	Governance and Operational Management: The Nine, and the Four Words About You	19 min
05	Human Resource Management: Competent in Relation to Your Role	22 min
06	Provision of Supports: Access, Planning, Agreements, Transitions	17 min
07	The Support Provision Environment: Safety, Money, Medication, Mealtimes, Waste	18 min
08	Incidents: Your Duty, and Whose Clock Is Whose	23 min
09	The Audit: What an Approved Quality Auditor Actually Asks a Worker	18 min
10	Scope, Screening, and What to Do on Monday	27 min

Total 6.5 CPD hours, measured. Assessment: 60 items at 80%, plus 5 case studies.

Who it is for

Role	Why
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Support workers	Because almost every induction pack tells them they must comply with an instrument they cannot breach, and does not tell them about the one they can.
Team leaders and supervisors	Indicator 17(5) makes timely supervision the provider's obligation, and s19 of the Incident Rules names a supervisor or manager as one of the three people a worker may notify.
Trainers and assessors	Indicator 17(4) requires a system that identifies mandatory training AND evaluates its effectiveness - and includes training on staff obligations under the Practice Standards and other NDIS rules.
Quality and compliance staff	The ten claims in Module 10 are the ones that turn up in pre-audit briefs, and each is set against the provision that settles it.
Governing bodies	Clause 9 puts governance and operational management at board level, and clause 10 puts worker risk inside the Practice Standards regime.
Agency, casual and contracted workers	'Employed or otherwise engaged' appears in both the Rules' definition of worker and in Code of Conduct s5(2)(b). There is no reading on which they are outside both.

SCOPE, CURRENCY AND THE LIMIT OF THIS PROGRAMME

- This programme is professional development. It states what the NDIS Act 2013, the NDIS (Provider Registration and Practice Standards) Rules 2018, the Quality Indicators Guidelines 2018, the NDIS (Code of Conduct) Rules 2018 and the NDIS (Incident Management and Reportable Incidents) Rules 2018 say, and where to find it. It is NOT legal advice and NOT a compliance sign-off. It cannot tell you whether a particular incident is reportable, whether a particular provider or worker complies, or what the Commission or an auditor will decide. Penalties are stated in penalty units and never converted to dollars. Where a requirement sits in an instrument this build did not read - worker screening, the mandatory NDIS worker orientation program's content, restrictive practices - the programme names the layer and states none of its content.
- CONTENT VERIFIED 23/09/2026 DIRECTLY FROM THE FEDERAL REGISTER OF LEGISLATION. NDIS Act 2013 (C2013A00020) COMPILATION NO. 27, compilation date 19/09/2026, authorised version C2026C00401. THAT COMPILATION ENDS ON 01/10/2026 - eight days after this programme was issued - and seven further compilations were already registered ahead of it. Provider Registration and Practice Standards Rules 2018 (F2018L00631) Compilation No. 6, 01/07/2026. Quality Indicators Guidelines 2018 (F2018N00041) Compilation No. 3, 01/07/2026. Code of Conduct Rules 2018 (F2018L00629) Compilation No. 1, 19/12/2023. Incident Management and Reportable Incidents Rules 2018 (F2018L00633) as made, never amended. None recorded unincorporated amendments at the date read. CHECK THE COMPILATION NUMBER ON THE COVER PAGE BEFORE YOU RELY ON ANY SECTION NUMBER IN THIS DOCUMENT.

SUPPORT AND WHERE TO RAISE SOMETHING

- NDIS Quality and Safeguards Commission - 1800 035 544. To make a complaint or report a concern about NDIS supports or services. Free call from landlines.
- 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.