



**Ahpra
& National
Boards**

Modern Slavery Statement for the year ended 30 June 2022

Australian Health Practitioner Regulation Agency (Ahpra)

About the Australian Health Practitioner Regulation Agency

Structure

The Australian Health Practitioner Regulation Agency (Ahpra) is a statutory body governed by the Health Practitioner Regulation National Law (the National Law), which came into effect in most states and territories on 1 July 2010 and in Western Australia on 18 October 2010. This law means that registered health professions are regulated by nationally consistent legislation.

Ahpra supports the National Boards in the administration of the National Registration and Accreditation Scheme (the National Scheme) across Australia. National Boards are responsible for regulating their respective health professions. The primary role of the National Boards is to protect the public and set standards and policies that all registered health practitioners must meet.

The Ahpra Board oversees the work of Ahpra. The Chair of the Ahpra Board is Ms Gill Callister PSM. The Chief Executive Officer is Mr Martin Fletcher.

You can learn more about Ahpra on [its website](#).

Operations

Ahpra works in partnership with 15 National Boards to ensure the community has access to a safe health workforce across all professions registered under the National Scheme. Public safety is always our number one priority. Every decision Ahpra make is guided by the National Law, as in force in each state and territory.

Ahpra has five core regulatory functions:

Professional standards: Ahpra provides policy advice to the National Boards about registration standards, codes, and guidelines for health practitioners.

Registration: In partnership with the National Boards, Ahpra ensures that only health practitioners with the skills and qualifications to provide competent and ethical care are registered to practice. Ahpra also manages registration and renewal processes for local and overseas qualified health practitioners and manages student registration.

Notifications: Ahpra manage complaints and concerns raised about the health, performance and conduct of individual health practitioners on behalf of the National Boards, except in New South Wales and in Queensland, where Ahpra only manages those notifications that are referred. Ahpra works with health complaints entities (HCEs) to make sure the appropriate organisation deals with the community's concerns about health practitioners.

Compliance: Ahpra monitors and audit registered health practitioners to make sure they are complying with Board requirements.

Accreditation: Ahpra works with accreditation authorities and committees to ensure graduating students are suitably qualified and skilled to apply and register as a health practitioner.

Supporting the delivery of these regulatory functions are Ahpra's directorates. These are Regulatory Operations, Strategy and Policy, People and Culture, Finance and Risk and Information Technology. Ahpra employs around 1,192 full time equivalent staff and they are based in eight state and territory Ahpra offices, as well as the national office in Melbourne.

Supply Chain

Ahpra's procurement practices and policy are based on the Victorian Government Purchasing Board (VGPB) approach and is designed to foster relationships of trust and integrity with all suppliers.

To date, Ahpra has not been made aware of any allegations of slavery or human trafficking activities against any of its suppliers. Should any such allegations arise, Ahpra would take immediate action to report the matter to the relevant authorities.

Supplier selection and on-boarding procedures includes due diligence of the supplier's reputation; and contracts reference the requirement for compliance with applicable laws and standards.

Risk of Modern Slavery Practices

As a values-based organisation, Ahpra considers it an important responsibility to ensure that we identify and respond to any incidents of modern slavery in an appropriate and timely manner.

The exposure to modern slavery risk in Ahpra relates to people risk and supplier risk – both are which are baselined to be low.

People Risk

Ahpra is an organization that places people at the centre of its operations and has implemented strong measures to minimize the risk of modern slavery. These measures include:

- An Enterprise Agreement that exceeds National Employment Standards with published salary ranges and employment conditions approved by the Fair Work Commission.
- Approval for overtime worked based on operational requirements by Senior Leaders and/or Executive Directors.
- A comprehensive suite of people-focused policies that includes health and wellbeing resources to promote a healthy work-life balance, respect @ Ahpra policies that foster an inclusive and collaborative culture, and clear guidelines for conflict resolution.
- Staff engagement surveys conducted to gauge employee satisfaction, with results and actions arising discussed by the Ahpra leaders and all people managers.
- An Ahpra Code of Conduct that sets clear expectations for all employees.

Supplier Risk

It is unlikely that the Ahpra's current and immediate supply chains have risks which meet the threshold for serious exploitation as defined by the Modern Slavery Act. However, there is a recognition that slavery risks can be linked to particular indicators such as geographical locations, some goods and certain industries or sectors.

Ahpra has taken proactive measures to address modern slavery risks within its procurement practices. Utilising the [Department of Home Affairs 'Addressing Modern Slavery in Government Supply Chains Toolkit' risk screening tool](#), Ahpra's procurement team has drafted specific modern slavery procedures that have been integrated into procurement practices. This approach enables Ahpra staff to enhance their awareness and understanding of modern slavery risk whilst focusing on those items within Ahpra's control or contribution.

As operational requirements change and supply chain understanding improves, modern slavery risks to Ahpra will also change. There is a risk that links to modern slavery may exist further down the supply chain, outside Ahpra's visibility and control.

Actions to address Modern Slavery risks

Supplier Due Diligence

Ahpra already has a range of controls to ensure that, where possible, our suppliers do not increase or contribute to the risk of modern slavery. These controls include:

- use of Ahpra contract terms and conditions that specify legislative compliance requirements
- leveraging the use of panel agreements, or whole of government purchasing agreements where possible, and
- specific onsite contract management and monitoring of major contracts.

Ahpra procurement and contract management policies and procedures are aligned with the Victorian Government Purchasing Board (VGPB) Framework and are scheduled for cyclical reviews.

The new Modern Slavery policy was approved and released in December 2022 as part of an organisational commitment to ensure all risks are mitigated. Where a risk of modern slavery is identified, Ahpra will continue to educate staff about any potential risks/impacts and possible controls.

Ahpra also has a public interest disclosure (whistle-blower) process that enables any person to speak up and report concerns about possible improper conduct or corruption (including issues relating to modern slavery) engaged in by Ahpra personnel. This process ensures that Ahpra maintains its independence and integrity.

Ahpra will respond to public interest disclosures promptly, ethically and through its established assessment process. Ahpra is committed to supporting people who make legitimate public interest disclosures including disclosures in relation to modern slavery concerns.

Planning for the Future

Working with our stakeholders

Ahpra is committed to working towards understanding, mitigating, and remediating modern slavery risk within its supply chain.

The focus of this work will include:

- Ongoing deployment of supplier surveys with a continuing focus and dialogue with vendors that are identified as having exposure to modern slavery risk. This will include updating existing supplier contract management plans to address any concerns arising.
- Apply the risk screening tool as prescribed in the Modern Slavery procedure to all new procurement activities to improve identification of potential modern slavery risks. This assessment will result in a risk and control table and inform the requirement for further action.
- Maintain Ahpra's commitment to continuous improvement and to reviewing and updating our processes and policies to ensure that modern slavery issues are addressed. This will include measuring the effectiveness of controls to ensure

- To assist with identification of potential modern slavery risks, all appropriate Ahpra staff will complete the e-learning modules produced by the Australian Government¹. This will educate staff on:
 - [Understanding what modern slavery is](#)
 - [Identifying and Assessing Modern Slavery](#)
 - [Managing Modern Slavery Risks](#)

Ahpra is committed to continually improving and integrating practices that evaluate the potential effects of modern slavery on its operations and identify any areas that demand attention.

Ahpra works in partnership with 15 National Health Profession Boards during development of the statement but neither owns nor controls other entities.

This statement was approved by the Ahpra Board on 20th June 2023.



Gill Callister PSM
Chair, Ahpra Board

Date: 20 June 2023

¹ Resources on the Australian Government Modern Slavery Register website - <https://modernslaveryregister.gov.au/resources/>

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