S.O.T. Systems of Timor
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JOB PROFILE

Personal care / aged-care worker

Kuidadór ema idozu no kuidadu pesoál

Health & care · ISCO-08 5321 / 5322

Personal care workers help old, sick and disabled people with daily life: washing, dressing, eating and moving around. They work in care homes, hospitals and people's own homes. Aged-care homes in Australia hire Timorese care workers through PALM.

TRAIN IN TIMOR	**In development** National aged-care qualification
COURSE LENGTH	**To confirm** No published source yet
IN TIMOR	**To confirm** No published source yet
ABROAD	**Australia · PALM; Japan** Aged care
PAY IN TIMOR	**US$200 / month** Average for all service & sales workers in Timor-Leste, not this job alone (Labour Force Survey 2021)

WHAT YOU DO

Daily care: Help people wash, bathe and use the toilet; Help people get dressed and look neat; Help people eat and drink.

Moving safely: Help people get out of bed, sit and walk; Lift and turn people safely, without hurting them or yourself; Prevent falls and accidents.

Watch their health: Check temperature and pulse when a nurse asks you; Remind people to take their medicines; Tell the nurse or the family when something changes.

Home and company: Keep the room clean and change the bed; Make simple meals in people's homes; Talk with people, keep them company and go with them to appointments.

Based on the ILO descriptions of ISCO-08 unit groups 5321, Health care assistants, and 5322, Home-based personal care workers.

WHERE YOU WORK

Care homes (For old and disabled people); Hospitals & clinics (Helping nurses on the wards); People's homes (Caring for one person or a family); Aged care in Australia (Through PALM, e.g. in Alice Springs).

The work is physical and emotional. You lift people, work shifts including nights and weekends, and stay with people at difficult times.

IS IT FOR ME?

You are good at: Patience, Being kind and respectful, Physical work, Listening, Noticing small changes.

You like: Looking after people, Spending time with old people, Helping others every day, Working in a team.

English is needed for Australia. Japan needs fluent Japanese.

TRAIN FOR IT IN TIMOR-LESTE

- **National aged-care qualification (title to confirm)** · Being developed with APTC, as a pathway into the Australian aged-care qualification
- **APTC Aged Care Preparation Course (3 units)** · In APTC's 2022 plan for Timor-Leste. Whether it runs now: to confirm.
- **APTC Certificate III in Individual Support** · APTC regional programme; its 2022 plan names 10 Timorese trainees

No national aged-care certificate is listed yet, and the list we have is incomplete. Course length and fees: to confirm. The directory never shows a number without a source.

WHERE IT LEADS

- **Personal care worker** · Entry job; national qualification in development
- **Disability support worker** · Certificate III in Community Services (ISCO 5322)
- **Nurse** · Study nursing at university (ISCO 3221 / 2221)

WORK ABROAD, SAFELY

- **Australia: Pacific Australia Labour Mobility** · One aged-care provider in Alice Springs has hired 23 Timorese personal care workers through PALM, plus kitchen and maintenance staff. Before they leave, PALM workers train in English, digital skills and their industry. Employers must pay at least the Australian award rate.
- **Japan: elderly care (new)** · In 2025 a Japanese employers' association agreed to recruit Timorese workers for elderly care, farming and forestry, on renewable contracts. Workers must speak Japanese well. This route is new: actual placements in elderly care are to confirm.

Never pay a fixer. Join only through SEFOPE, the Timor-Leste government office for work abroad. No one can sell you a place, and a real overseas job never asks you for a recruitment fee.

SOURCES

1. ILO, ISCO-08 unit groups 5321 Health care assistants and 5322 Home-based personal care workers https://www.ilo.org/public/english/bureau/stat/isco/isco08/
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3. Territory Q, Timorese aged-care and kitchen staff in the NT, 1 Jul 2026 https://territoryq.com.au/caring-hands-from-across-the-sea/
4. PALM Approved Employer Guidelines v2.1 (pay at the award rate), 27 Mar 2026 https://www.palmscheme.gov.au/sites/default/files/2026-03/PALM%20scheme%20Approved%20Employer%20Guidelines%20v2.1.pdf
5. Tatoli, Northern Japan Human Resource Development Association to recruit Timorese workers (elderly care, agriculture, forestry), 4 Apr 2025 https://en.tatoli.tl/2025/04/04/northern-japan-human-resource-development-association-to-recruit-timorese-workers/22/
6. Labour Force Survey 2021, Table 29: average monthly wage of employees by occupation group https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40asia/%40ro-bangkok/%40ilo-jakarta/documents/publication/wcms_863064.pdf

From the Servisu jobs directory. Every figure has a source; "to confirm" means none yet. http://servisu.oftimor.com/jobs-directory/personal-care-aged-care-worker/?lang=en