



# ORGANISATIONAL CULTURE CHECKLIST

Your organisational culture is unique to the context you are operating in, due to the different services you offer, and various client needs your employees are managing. Whilst your organisational culture is unique, every service provider's organisational culture **should** be designed to support and embed wellness and reablement practices.

*This tool provides a checklist for you to use to review how you embed the right kind of culture to support wellness and reablement approaches*



## ORGANISATIONAL CULTURE CHECKLIST

Below are guidelines you can consider when embedding an organisational culture which supports wellness and reablement approaches.

Remember, your organisational culture is always evolving, and it is important you are *continuously reviewing* how your organisational culture is enabling employees to deliver wellness and reablement approaches to clients.

Context	Yes 	No 	Next steps?
<i>Have your senior leaders embraced wellness and reablement approaches?</i>			
<i>Do your senior leaders model the correct wellness and reablement behaviours to employees?</i>			
<i>Are your senior leaders publicly communicating their expectations of, and endorsement for, wellness and reablement approaches for working with clients?</i>			
<i>Do your employees have a good theoretical understanding of wellness and reablement?</i>			
<i>Do your employees understand how to practically apply wellness and reablement?</i>			
<i>Do your employees understand the concept of time-limited support, its benefits and are effectively exiting clients from their support?</i>			
<i>Do you promote and encourage your staff to undertake training to develop their wellness and reablement skills and understanding?</i>			
<i>Do you have the correct communication channels set up between employees and their supervisors to share concerns and learnings?</i>			
<i>Are your organisation's policies and practices supporting employees to achieve wellness and reablement outcomes with clients?</i>			
<i>Do your employees use policies and practices to guide their wellness and reablement decision making?</i>			
<i>Are you recording and reviewing if and how clients are supported to meet their wellness and reablement outcomes?</i>			
<i>Are you setting clear expectations with employees that they must record relevant information into the My Aged Care system so the client's record remains up to date?</i>			
<i>Does your organisation have the appropriate governance framework in place to ensure clear lines of responsibility, escalation and handling of issues and decisions</i>			

