

Wellness & Reablement Audit

Organisational Culture

Score ONE point for every YES answer. Scores appear on the very last page.

An understanding of, and a commitment to Wellness & Reablement needs to be embedded in organisational culture to enable the best outcomes for clients, staff and carers.

1. Do all Management staff understand and actively implement and monitor Wellness & Reablement within the Organisation?

Yes

No

2. Do all Service Delivery staff understand and actively implement and monitor Wellness & Reablement within the organisation?

Yes

No

3. Do all Administration/other staff understand and actively support and monitor Wellness & Reablement within the organisation?

Yes

No

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Workforce Development & Staff Education

Wellness & Reablement need to be embedded in organisational policy and procedures, recruitment, employment, orientation, induction practices, position descriptions and performance reviews.

4. Does your organisation have a Wellness & Reablement policy?

Yes

No

5. Is an understanding, and experience of Wellness & Reablement considered in the recruitment of new staff?

Yes

No

6. Does your organisation have a Wellness & Reablement induction process for new staff?

Yes

No

7. Is Wellness & Reablement included in staff Position Descriptions?

Yes

No

8. Is Wellness & Reablement considered in staff Performance Reviews?

Yes

No

9. Does your organisation hold Wellness & Reablement training for staff?

Yes

No

10. Does your organisation involve all staff in the review and improvement of Wellness & Reablement policies, procedures and practice?

Yes

No

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Consistent Communication

Sending the right message to clients, staff, colleagues, and carers is essential to foster a Wellness & Reablement culture and focus.

11. Does your organisation's communication material have a Wellness & Reablement focus? (This includes website, promotional brochures, advertisements.)

Yes

No

12. Do your staff consistently use language across the organisation with a Wellness & Reablement focus?

Yes

No

13. When assessing or assisting new clients, do your staff use language with a Wellness & Reablement focus?

Yes

No

14. Do carers and family members understand the Wellness & Reablement approach, and how to support it with their loved ones?

Yes

No

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Wellness & Reablement in Practice

Wellness & Reablement need to be taken into consideration during Assessment, Support Planning, Service Delivery and ongoing Reviews for clients.

15. Does your assessment process have a focus on Wellness & Reablement, and gaining a fuller understanding of a client's life story?

Yes

No

16. Do your staff have the "soft skills" to develop a clear understanding of the client's strengths, capacities and wishes?

Yes

No

17. Are staff and the organisation flexible in their approach to assisting clients to improve their health & well being, and achieve their goals?

Yes

No

18. Do staff allocate enough time to "do with" rather than "do for" the client?

Yes

No

19. Have staff identified key goals the client wishes to achieve that foster ongoing independence and where possible, improvement, including their physical, psychological and emotional needs?

Yes

No

20. Do staff understand and actively support ongoing community connection and social support for clients where desired?

Yes

No

21. Do staff consider and coordinate a broad range of activities or services (eg occupational therapy) tailored to meet specific client needs, goals and drivers?

Yes

No

22. Do staff organise home adaptations or equipment to support greater independence for the client?

Yes

No

23. Do staff review client progress on a regular basis, and make changes to support planning and service delivery as required?

Yes

No

24. Does your organisation have an integrated evaluation tool to measure the success of your Wellness & Reablement efforts?

Yes

No

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More Support Available

25. To continue to support Wellness & Reablement in your organisation and with your team, what are the three key things you would like support with to achieve this?

1.

2.

3.

Organisation Name:

Thank you.

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Score Tally Page

0 - 6: Your organisation has a fair way to go to embed Wellness & Reablement understanding and practice.

Don't despair; small steps can make a big difference.

7 - 13: Your intentions are good. Your organisation has made a good start on incorporating and practicing Wellness & Reablement and shows potential for providing more thoughtful and independence-promoting care.

14 - 20: Your organisation actively communicates and practices Wellness & Reablement, however there is still room for improvement.

21 - 21: Congratulations! Your organisation is exemplary in its capacity to support Wellness & Reablement.