Let's yarn about ageing well



Board Self-Evaluation Tool

Supporting culturally safe governance and leadership

Aged Care Act 2024 **• Strengthened Quality Standards • Statement of Rights**

For use by Board Members – Annual Reflection

Supporting strong, culturally safe governance under the *Aged Care Act 2024*

Funded by the Australian Government, Department of Health, Disability and Ageing, this resource was developed as part of the NATSIFACP Regulation Support Hub, delivered by Ninti One Limited and Culturally Directed Care Solutions (CDCS). The Hub provides tailored support, training, resources and advice to assist NATSIFACP providers transition to and comply with the Aged Care Act 2024. The Hub will operate from 1 July 2025 to 30 June 2027.

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Contents

Purpose	**3**
Instructions	**3**
Section 1: Board roles and responsibilities	4
Section 2: Board capability and skills	4
Section 3: Cultural governance and cultural safety	5
Section 4: Board meetings and decision-making	6
Section 5: Oversight and accountability (*Aged Care Act 2024*)	7
Section 6: Relationship with management	8
Section 7: Continuous improvement	8
Reflection and action planning	**9**
Optional Discussion Prompts	**9**

We acknowledge the Traditional Custodians of the Country on which this organisation operates, and pay our respects to Elders past, present and emerging. This tool is grounded in the principle that community control is a governance strength, and that Elders are at the centre of all decisions made in their name.

Purpose

This evaluation supports our board to reflect on how well we are honouring our responsibilities to our community and to the Elders and older people in our care.

For NATSIFACP providers, governance strength comes from **community control**. The board's authority is grounded in accountability to **Elders, community, and culture**. This self-evaluation supports the board to reflect on how effectively it is upholding this responsibility, alongside its legal obligations under the ***Aged Care Act 2024***.

This tool supports Boards to:

- Strengthen governance effectiveness
- Meet legislative and regulatory obligations
- Embed cultural safety and self-determination in decision-making
- Identify areas for improvement and action

Boards may choose to complete this evaluation:

- Individually by each board member, followed by a group discussion, or
- Collectively during a board workshop

Instructions

For each statement, indicate the level of agreement using the scale below.

Rating	Description
1	Strongly Disagree
2	Disagree
3	Neutral / Unsure
4	Agree
5	Strongly Agree
N/A	Not Applicable/ Not Yet Assessed

Boards may also add comments or identify improvement actions.

Section 1: Board roles and responsibilities

Statement	Rating	Comments
Board members understand their roles and responsibilities		
The board clearly understands the difference between governance and operational management		
Board members actively contribute to board discussions and decisions		
The board acts in the best interests of the organisation and community		
The board demonstrates accountability and transparency in decision-making		

Section 2: Board capability and skills

Statement	Rating	Comments
The board has the skills and experience needed to guide the organisation effectively		
Board members understand the aged care reform environment and key regulatory requirements		
The board seeks training or support where capability gaps are identified		
Board members feel confident asking questions and seeking clarification on key issues		

Section 3: Cultural governance and cultural safety

Embedding cultural safety as a core governance responsibility (aligned to Standard 2)

Statement	Rating	Comments
Board decisions reflect cultural safety and respect for First Nations peoples and communities		
Community voices and perspectives inform governance decisions		
The board proactively seeks the views of Elders, their supporters, and workers when making decisions		
The board regularly reports back to Elders and community about care quality and organisational performance		
The board demonstrates respect for cultural authority and community knowledge in governance processes		
Connection to Country, family, kinship and community are recognised in care planning and governance oversight		
The board actively supports culturally safe, person-centred care aligned to the Statement of Rights		

Section 4: Board meetings and decision-making

Statement	Rating	Comments
Board meetings are well organised and structured		
Board papers and information are provided in time for members to review		
Discussions during meetings are respectful, constructive and focused		
The board makes decisions based on appropriate information and evidence		
The board manages disagreements respectfully and reaches clear decisions		

Section 5: Oversight and accountability (*Aged Care Act 2024*)

Understanding legal duties and governance accountability

Statement	Rating	Comments
The board receives clear information on organisational performance		
The board monitors risks affecting the organisation and its services		
Each board member understands and actively exercises their due diligence obligation (ss.179–180)		
Board members understand their personal duty of care and potential liability under the Act		
Board members have completed or are on track to complete annual suitability self-assessment		
Board members understand their obligation to notify the regulator within 14 days of changes to suitability		
The board can articulate how the Statement of Rights is embedded in care and organisational culture		
The board ensures that services are safe, culturally appropriate, and person-centred		
The Quality Care Advisory Body (QCAB) is established, providing reports, and the board considers and responds to them		
A Consumer Advisory Body (CAB) has been offered or established and is supported by the organisation (where applicable)		

Section 6: Relationship with management

Statement	Rating	Comments
The relationship between the board and senior management is respectful and constructive		
The board provides appropriate guidance without interfering in operational matters		
The board supports leadership while maintaining appropriate oversight		
The board understands and manages the distinction between community relationships and governance authority		
The board maintains respectful boundaries with operational management		

Section 7: Continuous improvement

Statement	Rating	Comments
The board reflects on its performance and identifies opportunities for improvement		
The board is open to learning and strengthening governance capability		
The board considers community feedback and stakeholder input in its governance role		
The board has an active Continuous Improvement Plan (s.147) and regularly reviews progress		

Reflection and action planning

Question	Response
What are the board's key strengths?	
What areas could the board improve?	
What actions could strength board effectiveness over the next 12 months?	
• What action?	
• Who is responsible?	
• What is the timeframe?	

Optional Discussion Prompts

Boards may wish to discuss:

- What does culturally safe governance look like in practice for our organisation?
- How well are we supporting the needs of Elders and First Nations communities?
- Are there skills, experiences or perspectives missing from our board?
- How effectively are we meeting our responsibilities under the *Aged Care Act 2024*?
- How can we strengthen communication and accountability to community?

Suggested frequency

Boards may wish to complete this evaluation:

Annually, aligned with governance reporting and the Governing Body Statement;

Or

Following major governance or strategic changes

If either answer is unclear, further discussion or consultation is required before the decision is finalised.

Board self-evaluation supports expectations under **Standard 2: Governance and Accountability**, including ongoing reflection and continuous improvement.



