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Aged care sector faces key readiness challenges ahead of 1 November Reforms

Mirus Australia poll reveals key readiness gaps and areas of risk as the New Act and Strengthened Standards approach

With just weeks until the commencement of the New Aged Care Act and Strengthened Aged Care Quality Standards on 1 November, a new Mirus Australia poll has found that only 3% of aged care providers feel fully prepared and confident for the changes, while the majority report significant work still required to be ready.

The poll, conducted with 282 respondents from 230 organisations ahead of Mirus Australia's upcoming [Final steps to November 1 webinar](#), highlights a sector working hard to adapt to wide-ranging regulatory and operational reforms — but also facing material risks and readiness gaps.

When asked how prepared their organisations were:

- **3%** said they were fully prepared and confident.
- **48%** were well prepared with minor gaps.
- **44%** were moderately prepared with significant work required.
- **4%** had limited preparation with high concern.
- **1%** were unprepared and highly concerned.

Governance, workforce and financial sustainability among top risk areas

Respondents identified governance and compliance burden (28%), financial sustainability (24%), and workforce dissatisfaction and burnout (23%) as the top areas at risk of unintended negative consequences from the reforms. Clinical care and consumer expectations were also cited as potential pressure points.

When asked to nominate the single most challenging area to prepare for, regulatory compliance readiness topped the list (31%), followed by operational implementation (25%) and workforce readiness (23%).

Confidence in government and regulatory support remains patchy

Only 5% of respondents believe government and regulators are strongly ready to support providers through the transition. 64% said support is somewhat in place but patchy or unclear, while a quarter of respondents felt support has been inadequate.

“This is one of the most significant reform milestones the sector has faced in decades,” said Rob Covino, CEO of Mirus Australia. “While providers have been working incredibly hard to prepare, it’s clear that many are still navigating complex changes with limited time and clarity. These findings underline the importance of continued collaboration and practical support to ensure a smooth transition for both providers and older Australians.”

Tyler Fisher, Data Scientist at Mirus Australia, added: “The reforms bring opportunities to raise standards and embed better governance, but they also introduce new operational realities that can’t be underestimated. Many organisations are balancing regulatory readiness with financial and



workforce pressures and that's where data, clear planning, and sector-wide learning will be critical in the months ahead."

Mirus Australia will explore these insights further in the upcoming Final steps to November 1 webinar on Wednesday 22 October, bringing together industry experts and aged care providers to discuss strategies for implementation and ongoing compliance.

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About Mirus Australia

Mirus Australia helps aged care providers strengthen their financial sustainability, workforce management and operational performance through data, technology and advisory services. www.mirusaustralia.com

Media Enquiries:

Susan Howarth
General Manager, Marketing and Growth
susan.howarth@mirus.group
mirusaustralia.com