



Readiness:
**Your complete
employee
wellbeing platform**

October 2021



Our Vision

Build a healthier future for Australian schools and businesses.

How?

Providing a complete wellbeing platform that proactively supports the mental health and physical wellbeing of their students or employees.

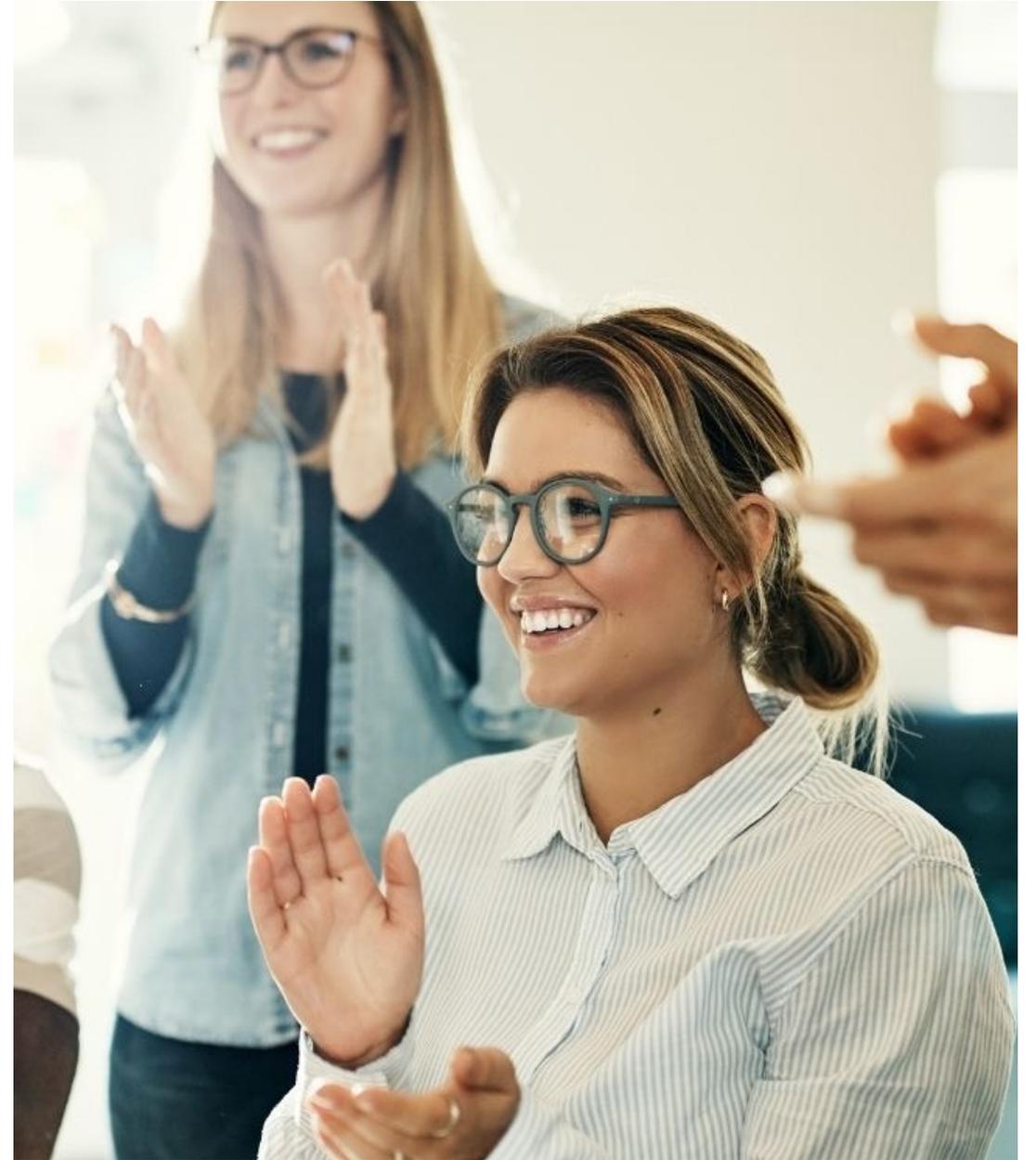


The mental health and wellbeing of your employees has never been more important.

1 in 6 Australians are currently experiencing depression or anxiety – or both.¹

Almost half – 45% – of Australians will experience a mental health condition in their lifetime.¹

Almost 60% of employees have never spoken to anyone at work about their mental health status.²





The impact

Corporate stress, anxiety and depression and its resulting impacts are estimated to cost Australian businesses over \$10 billion³ per year.

Negative impacts on your business can include:

- Absenteeism
- Staff turnover
- Presenteeism
- Poor work quality or productivity
- Compensation claims

The challenge

There are many obstacles to creating a mentally healthy workplaces, including:

- The stigma attached to speaking up
- Not knowing how to pick up on the signs
- Staff not feeling like they can't approach someone with issues or don't know how to start the conversation
- Managers and/or HR leaders are not always being properly equipped to deal with mental health related issues



A mentally healthy workplace...

- Benefits from greater productivity through lower absenteeism and higher levels of motivation and energy
- Enjoys greater employee loyalty and retention as they feel the company cares about them
- Is targeted as a workplace of choice by quality recruits





Good workplace wellbeing starts with strong leadership

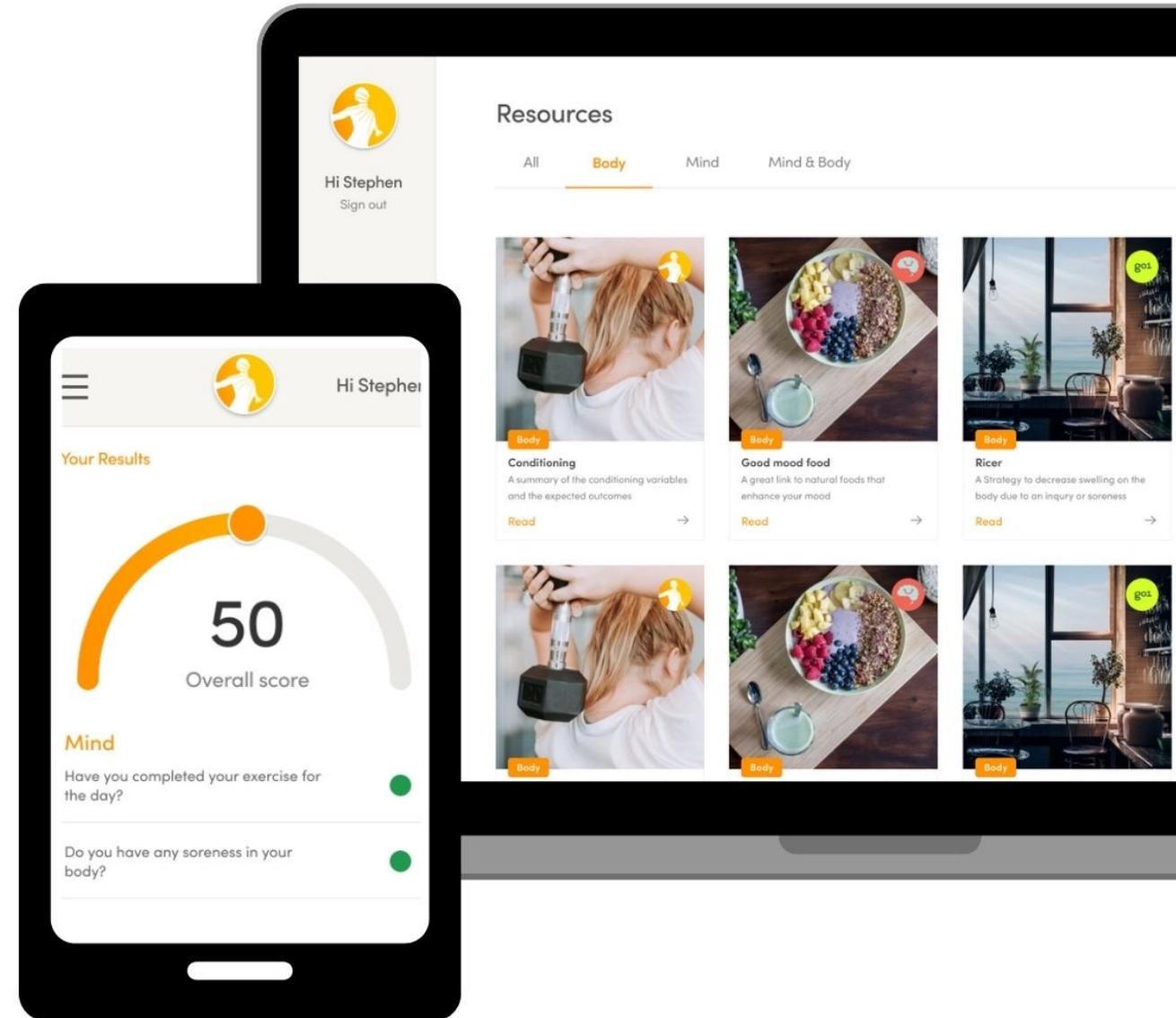
When a CEO prioritises wellbeing...

- 75% of employees believe their workplace is mentally healthy
- 87% of employees believe the workplace is physically safe

The solution

A complete wellbeing platform

- Readiness monitors and manages employee mental health and wellbeing through quick, regular self-assessments
- Readiness provides personalised solutions and educational resources to help proactively manage an employees' mental and physical health before potential issues occur
- Readiness encourages regular 'check-ins' with employees through a tailored advocacy program
- Readiness provides referrals to professional counsellors or crisis support where required



Who are Readiness?

Readiness is a complete wellbeing platform for business and schools. Our foundations are built on the practices of **elite athlete performance**, where it is commonplace to monitor all the key areas which might impede an individual's ability to perform at their absolute best – sleep, mindset, hydration, nutrition and physical wellbeing.

At Readiness, we don't believe in waiting until an employee or student has a problem – our platform provides the proactive insights needed to identify any changes in behaviour that could signify a mental, emotional or physical health concern and provide intervention **before** it comes a major issue.



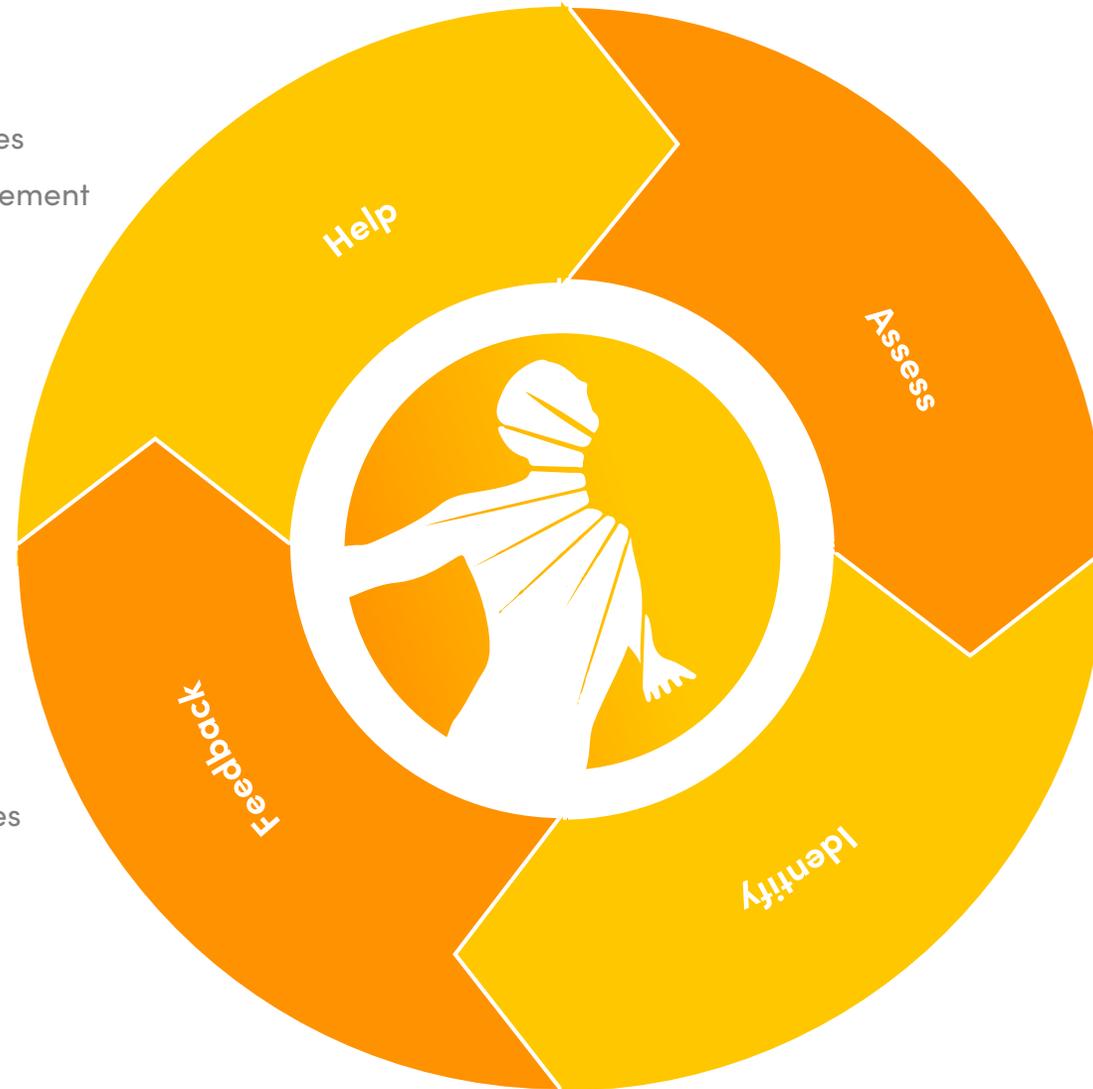
How does Readiness work?

HELP

- Referral to community support services
- Referral to EAP certified crisis management and counselling services

FEEDBACK

- Instant wellbeing advice and articles
- Structured e-Learning courses
- Tailored expert workshops



ASSESS

- Employee self-assessment tool
- Personal wellbeing assessment
- Readiness score
- Advocate toolkit

IDENTIFY

- Identification of potential mental health or wellbeing issues or areas for proactive focus
- Comprehensive reporting and analytics
- Advocacy program

Why Readiness?

Backed by science

Readiness is built on the science of wellbeing, researched in partnership with the Swinburne University's Centre for Mental Health.



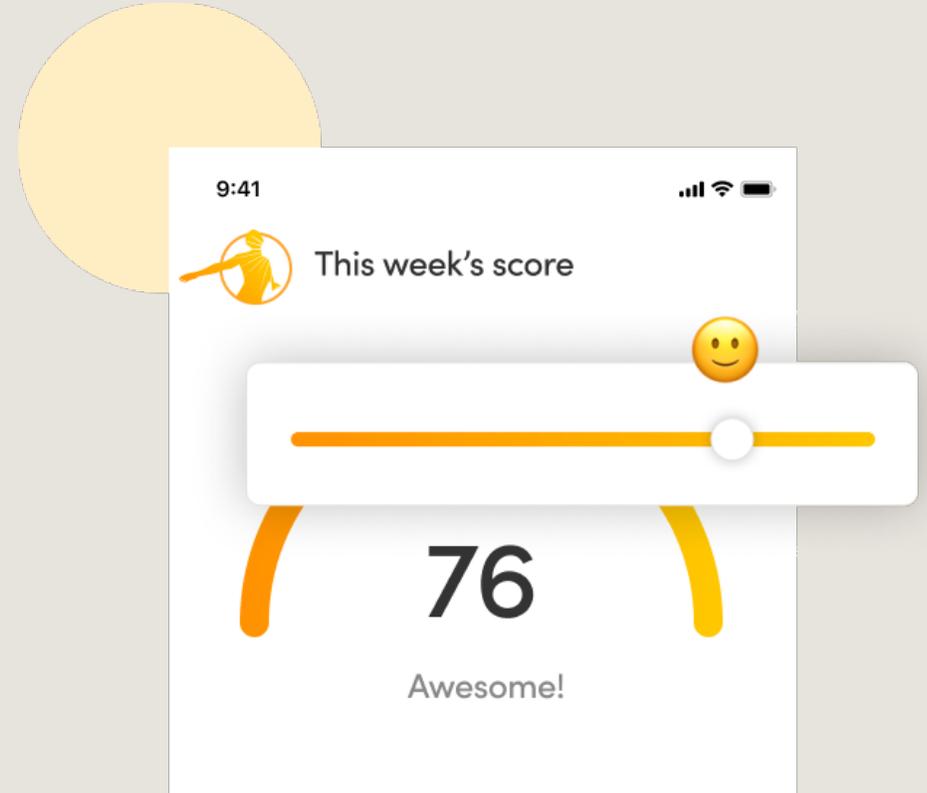
Diagnostic tool

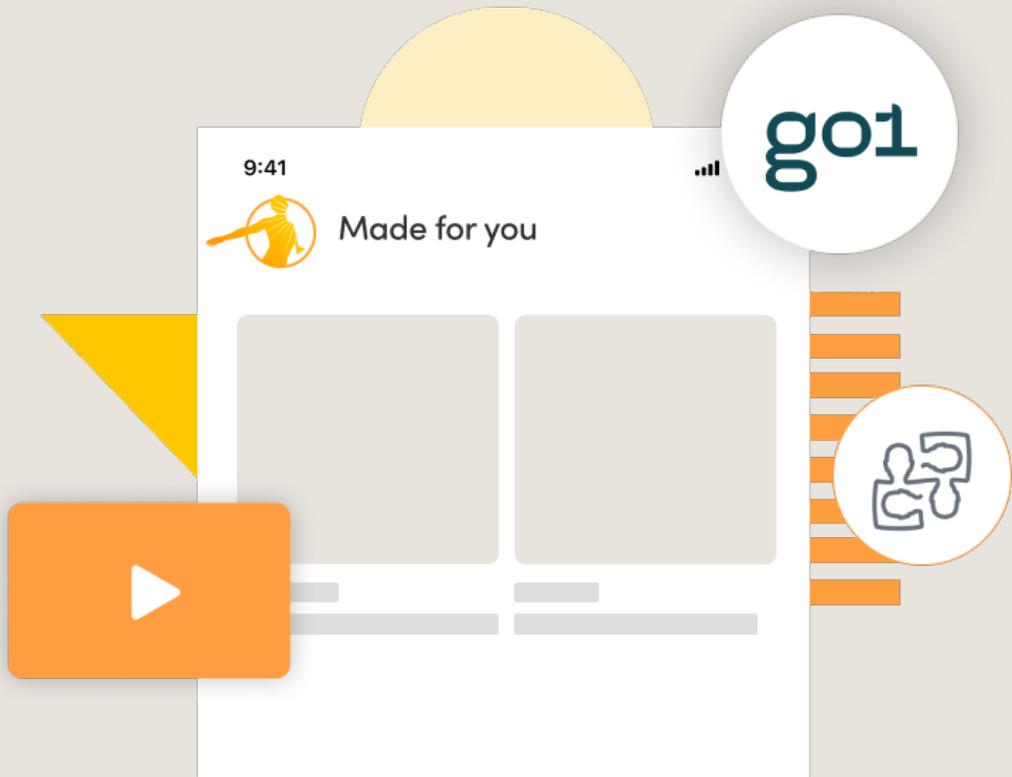


Readiness Score



Ongoing research





Why Readiness?

Tailored insights

Readiness empowers you with the insights you need to build a long-term wellbeing strategy, personalised to the individual.



Reporting & Analytics



Tailored Resources



Personalised Recommendations

Why Readiness?

Proof you care

Readiness enables you to take a preventative approach to health issues and prove that you care care about your employees, all year round.



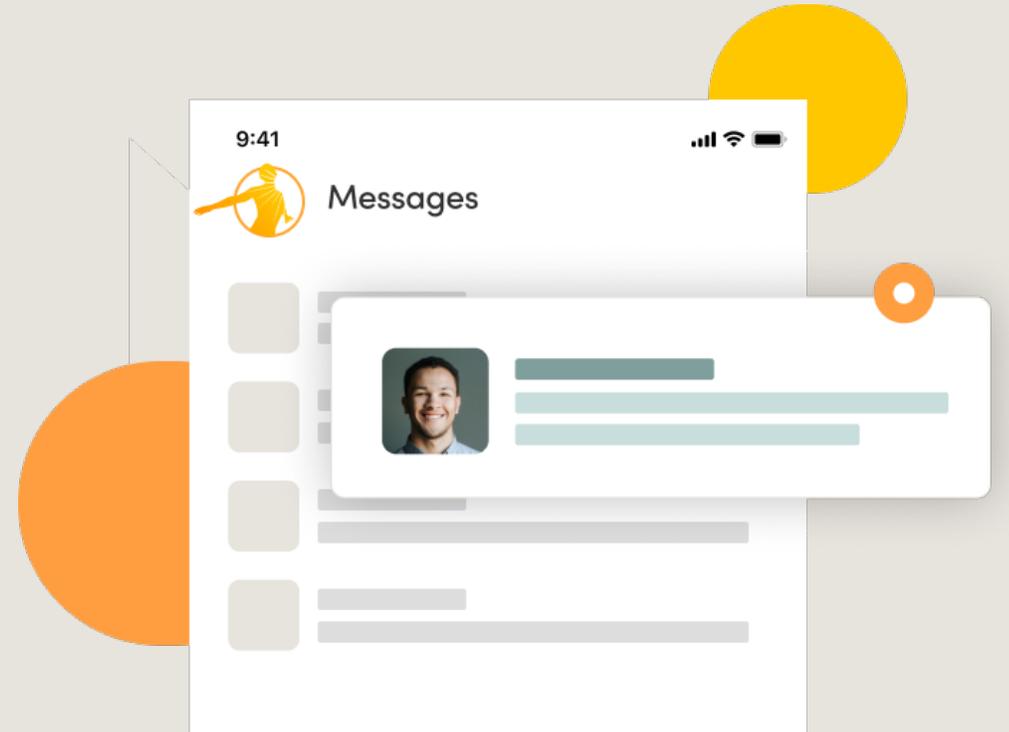
Advocate system



Instant feedback



Direct messaging



Making the investment in wellness

- The direct financial impact on Australian business of mental health issues is estimated to in excess of \$11 billion every year due to absenteeism and reduced productivity from unwell workers.⁴
- The exact return on investment (ROI) from a wellness program differs depending on the type of program introduced, but ranges between \$2.30⁵ to \$5.81⁶ for every dollar invested.

**Happy, healthy, productive and valued employees....
now that's an investment worth making.**



4 & 5 Creating a mentally healthy workplace: return on investment analysis. PwC, March 2014.

6 Benefits to Business: The evidence for investing in worker health and wellbeing. Australian Government, 2011.

Success Stories



Just reaching out to say thanks for your support with your Readiness program – I’m finding it a really useful tool to monitor the wellbeing of my people through this pandemic.

I highly recommend Readiness for any business wishing to improve the wellbeing of their people and ultimately increase the performance of the organisation.

St. Kilda Football Club: Matt Finnis, CEO



I just wanted to reiterate what a difference Readiness is making to our health and wellbeing offering, especially in the current COVID landscape. The ability to be able to have a touchpoint with our Executive and staff has provided insights we would not have been able to detect due to working remotely and isolation.

Ferguson Plarre Bakehouses: Steve Plarre, CEO



Our Partners

Research Partner



Business Partners





Readiness

Complete wellbeing platform

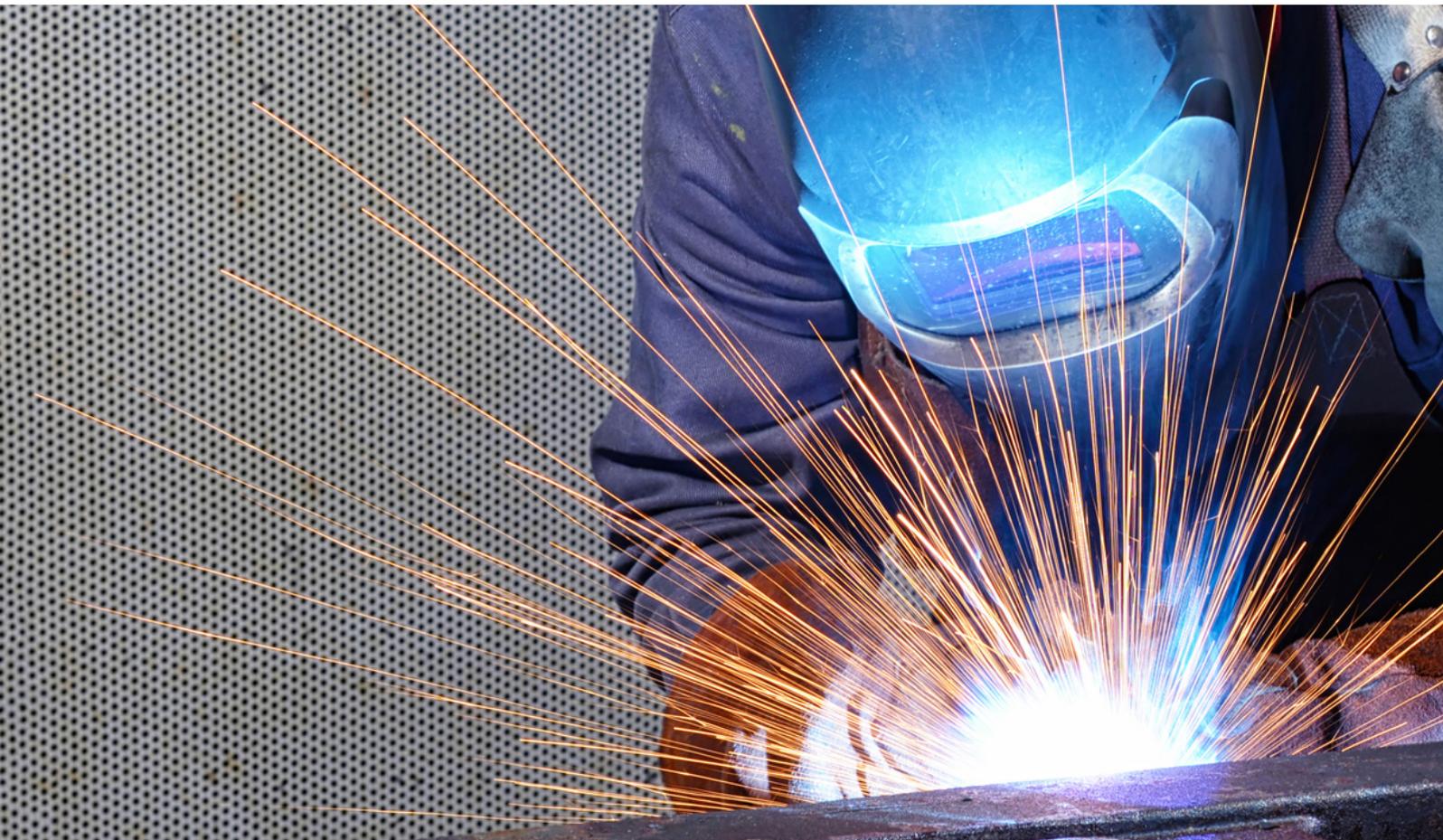
www.readiness.org.au

enquiries@readiness.org.au

Welding wellbeing into your organisational DNA.

How a Melbourne manufacturing business successfully embedded wellbeing into its culture and now enjoys a workforce that feels and functions better than ever before.

METALTEX
AUSTRALIA PTY LTD



Readiness

Complete wellbeing platform

Readiness Case Study:

How Metaltex embedded wellbeing into its culture and now enjoys a workforce that feels and functions better than ever before.

Background.

Whether your staff are on the factory floor or in the office, your business has a legal obligation to ensure the physical and psychological health of all employees. But, prioritising staff wellbeing is much more than a box-ticking exercise at Metaltex.

The Dandenong South based business, which provides precision manufacturing and engineering solutions to major industries across the world, is taking a proactive approach to workplace wellbeing.

Sean Pieteron, a Director at Metaltex, says prioritising staff wellbeing is about providing a safe, engaging and challenging work environment – one which his dynamic team choose to be part of and influence the strong company culture.

“We do not forget the importance of people,” he says. “People are the success both inside and outside of our business. Through teamwork, respect and a mutual vision, everyone is responsible for delivering high level service and quality.”

However, changes to the nature of work in the manufacturing industry as a result of the COVID-19 pandemic has proved challenging. Employees are being called upon to be more flexible than ever before. Workloads, job security and work environments continue to shift with every COVID-19 outbreak and lockdown.



“The current unpredictable work environment in our industry – and many others – can negatively impact our team members mental health and physical wellbeing,” says Sean. “However, two things we have been consistent with this year are regularly checking in with our staff and providing the relevant support and guidance when required.”

In July 2020, Metaltex partnered with Readiness – an Australian-owned platform that helps businesses monitor staff wellbeing, including early risk signs, and provide personalised solutions for those who need it. The result? A 14 per cent improvement in staff wellbeing – and that’s just the beginning.

The Challenge.

Since launching in 1979, Metaltex has become one of Australia's leading multi-faceted, bespoke engineering and manufacturing companies.

The original equipment manufacturer (OEM) uses state-of-the-art technology to deliver a suite of products, services and projects that specialise in sheet metal, fabrication, manufacturing and engineering.

To achieve this, shift work is required with 80 per cent of the workforce on the tools and 20 per cent in the office. This meant, Metaltex required a mental health and wellbeing solution that was accessible to staff anywhere, at any time – regardless of their role in the business.

Lana Utatao, Metaltex HR manager, explains: "We also needed a holistic approach that didn't just address mental health – although this is paramount given the impact of the global pandemic on our industry. A large proportion of our staff also undertake manual labour, so we wanted to consider their physical health as well."

Finally, manufacturing in Australia is a competitive and diverse employment market, so Sean and Lana were determined to apply a hands-on management style and show staff genuine care for their mental and physical wellbeing. This has been a major contributing factor to a successful staff retention strategy. During uncertain and difficult times.

The real cost of mental health issues in the workplace.

In a normal year, WorkSafe Australia research indicates stress costs Australian businesses more than \$10 billion per year, while the direct financial impact of mental health issues is around \$11 billion due to absenteeism and reduced productivity from unwell workers.

Simon Kearney, the co-founder of Readiness and a former Sports Scientist, says during a pandemic, the impacts are expected to be far greater and more far-reaching.

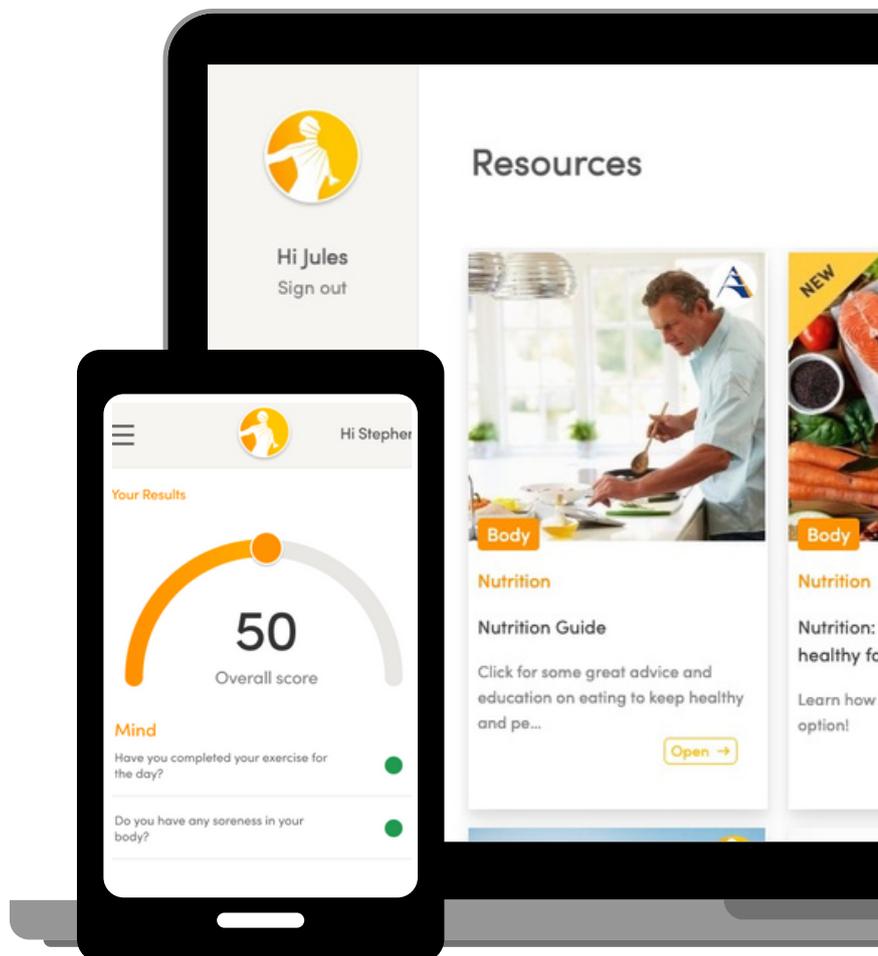
"The need for prioritising employee health and wellbeing is more important than ever. We know businesses which put wellbeing front and centre have reduced absenteeism, increased productivity and better staff morale."



The Solution.

Metaltex introduced the Readiness complete wellbeing platform mid 2020. Since then, more than 100 employees have used the platform and completed online self-assessments each week, answering a short series of questions about their mental health, physical wellbeing and sleep.

Metaltex recognised not all staff had access to mobile phones or computers during their shift, so desktop computers were set up around the office for staff to complete their self-assessment and view recommended resources available on the platform.



Based on individual results, Readiness provides tailored wellbeing educational resources via an extensive library of mental health and wellbeing courses and learning resources. This means employees can immediately access information relevant to their current state of physical and mental health.

Simon Kearney, Readiness co-founder and former Sports Scientist says: "Providing instant feedback and strategies means people receive critical information when they need it most. Stepping in at the right time can make a big difference between helping someone overcome early risk signs, and a potential mental health issue escalating."

If employees are recognised as needing further support, a referral to a qualified practitioner is made via the Readiness Employee Assistance Program.

Each Metaltex employee has also been paired with an advocate or buddy from their own department, who regularly checks in with them.

Kearney explains: "This strategy provides employees with someone to talk to, who understands the unique challenges of each area of the business. The buddy monitors the employee's self-assessment results and regularly checks in to make sure they're ok."

The Results.

After the first six months of using Readiness – from January to July 2021 – Metaltex studied the scores generated from the staff self-assessments. The results were all positive, including an overall increase in employee wellbeing scores of 14% over the period:



Overall Wellbeing

14% increase in overall
employee wellbeing
scores



Mental Health

15% increase in
employee mental
health scores



Physical Wellbeing

12% increase in
employee physical
health scores



Sleep

17% increase in
employee sleep
scores

“Wellbeing starts at the top and Sean is 100 per cent pro-wellbeing,” says Simon. “He and Lana have supported the roll out of Readiness right from the beginning and successfully embedded wellbeing into the culture of the business.”

Metaltex understands the importance of regular monitoring to help pick up subtle changes in employees’ behaviour that might indicate when proactive action around mental health and wellbeing issues is needed. This also helps uncover any trends within certain cohorts of the business, which might benefit from tailored educational resources or programs.

Staff have the chance to be rewarded with gift vouchers to encourage the completion of their Readiness self-assessments, and wellbeing is now a regular topic of discussion at the Metaltex monthly employee barbeque.

The Future.

Metaltex is committed to continuing with Readiness as an affordable and results-driven solution to improving staff wellbeing.

“Before we introduced Readiness, I would describe the overall mental health and wellbeing of our staff as fair,” concludes Sean. “Now, I have the confidence – and data to show – that employee wellbeing has improved at Metaltex.

“We also know that, thanks to this collaboration, we can take informed steps towards building on staff mental health and physical wellbeing, which will continue to benefit our employees’ professional – and personal lives.”

The leading manufacturer is also partnering with Readiness to help develop a range of new features to further enhance the platform’s functionality, including how Readiness can also better support other aspects of the people and culture function within a business.

For manufacturing, hospitality and education industries, which are working hard to overcome impacts of the pandemic, this is an important time to take a preventative approach to health issues and prove to employees that you care 365 days a year.

Readiness is a scientifically-backed platform to help businesses and schools support the mental health and physical wellbeing of their employees and students.

To find out more visit readiness.org.au.



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[Now] we can take informed steps towards building on staff mental health and physical wellbeing, which will continue to benefit our employees' professional – and personal lives.”

–Sean Pieteron,
Director, Metaltex



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To find out more visit: www.readiness.org.au

Managing employee wellbeing in a pandemic.

How St Kilda Football Club reaped the benefits of a proactive approach to mental health and wellbeing using Readiness.



Readiness

Complete wellbeing platform

Readiness Case Study:

How St Kilda Football Club reaped the benefits of a proactive approach to mental health and wellbeing using the Readiness.



Background.

Since COVID-19 reached Australia in January 2020, workplaces have drastically changed. For many, job insecurity hit hard, while the majority of those who kept working did so remotely, many with the added task of homeschooling simultaneously.

In fact, changes to the nature of work, the working environment and people's workload, had a major impact on Australians mental health, according to recent [Relationships Australia data](#).

As a result of the challenging year, more Australian businesses are prioritising employees' health and wellbeing –

particularly as employees embrace ongoing flexible working arrangements.

St Kilda Football Club (St Kilda FC), is one such organisation on the front foot. The Australian Football League (AFL) club began using the Readiness digital wellbeing platform in June 2020.

Through regular and quick assessments via the Readiness platform, St Kilda FC were able to monitor employee mental and physical health and provide personalised solutions and resources to help improve focus areas such as mental health, sleep, nutrition, stress and exercise. Here's how.



“We are pleased to see improvements in staff mental health, body performance and sleep ratings throughout the year, particularly given the stresses faced as a result of work interruptions, living away from home and COVID-19 lockdown restrictions.”

Matt Finnis, CEO, St. Kilda Football Club



The Challenge.

Like many organisations, St Kilda FC staff faced a number of challenges in 2020. Located in Melbourne, most employees were plunged into the state's lengthy COVID-19 lockdown. Forced to work from home, many simultaneously juggled home-schooling and uncertainty around their own job security. Add to this a number of industry-specific hurdles around the postponement of the AFL season until May 31, the resumption of a shortened 17-match season and two-thirds of staff relocating away from home to interstate hubs for up to 100 days to keep the season going. It was a recipe for workplace stress and anxiety.

Kate Pollock, St Kilda FC General Manager, People & Culture, confirms 2020 was one of the most challenging years for staff.

"The Club was concerned about staff mental health and wellbeing, and we had to look for a solution to provide support for our remote workforce."



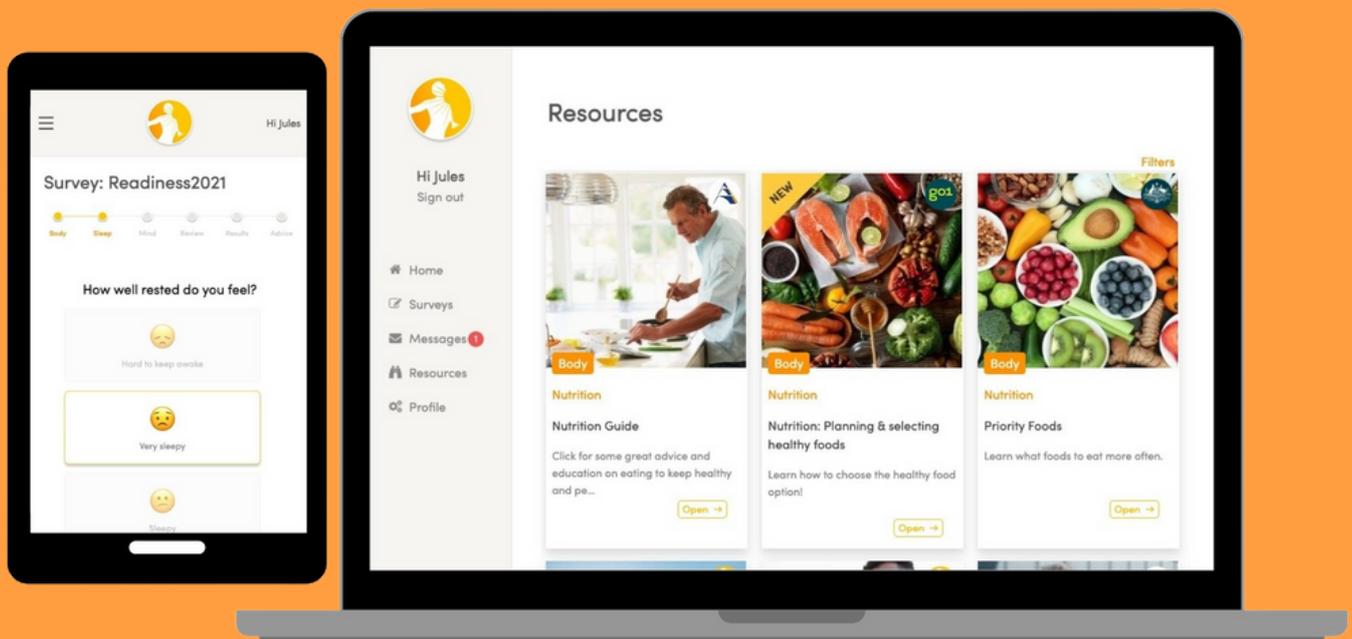
The cost of mental health on business

In a normal year, existing [Work Safe Australia research](#) indicates that stress costs Australian businesses more than \$10 billion per year, while the direct financial impact on Australian business of mental health issues is in the vicinity of \$11 billion every year due to absenteeism and reduced productivity from unwell workers, according to [Creating a mentally healthy workplace: return on investment analysis](#).

Simon Kearney, the co-founder of Readiness and a former Sports Scientist, says during a pandemic, the impacts are expected to be far greater and more far-reaching.

"The need for prioritising employee health and wellbeing is more important than ever. We know businesses which put wellbeing front and centre have reduced absenteeism, increased productivity and better staff morale."

- Simon Kearney, Readiness Co-founder



The Solution.

St Kilda FC were committed to helping their staff during this testing period and in June 2020, introduced Readiness for 68 employees across their football and administration areas.

Through self-assessments completed online every Monday, Wednesday and Friday, the Club began to monitor the health and wellbeing of their staff, wherever they were located.

A total of 12 questions are asked covering topics of mind, body and sleep, then wellbeing scores and recommendations are sent directly to each participant.

Based on individual results, Readiness provides tailored wellbeing educational resources powered by a partnership with the Go1 Content Hub, which offers an extensive library of mental health and wellbeing courses and learning resources.

Vu Tran, Go1 Co-founder and Chief Evangelist, says, "working with Readiness to carefully curate a selection of resources around wellbeing, mental health and work and personal life balance means that St Kilda FC employees receive tailored materials for their self-directed learning and growth."

For staff experiencing deeper concerns or challenges, Readiness can provide referrals to qualified health and wellbeing practitioners.

Every employee is also paired with an advocate, which means there is always someone to talk to within the organisation who is not necessarily a direct line manager.

These strategies and the ability to provide immediate feedback means those that need support, get it. Plus, employees at risk of mental health and wellbeing issues are identified early before potential situations escalate.

The Results.

After the first six months of using Readiness to monitor employee wellbeing – from June to November, 2020 – the St Kilda FC and Readiness studied the scores generated from the staff self-assessments. The results showed strong improvements in staff mental health and wellbeing:



7% increase
in overall employee wellbeing



10% increase
in employee
mental health



14% increase
in employee
body performance



4.5% increase
in employee
sleep

Matt Finnis, St Kilda FC chief executive officer, says using Readiness is an initiative the Club has taken to aid in supporting its people's performance and wellbeing in a challenging year.

"We are pleased to see improvements in staff mental health, body performance and sleep ratings throughout the year, particularly given the stresses faced as a result of work interruptions, living away from home and COVID-19 lockdown restrictions."

Readiness Co-founder, Simon Kearney believes that employers should take St Kilda FC's lead and focus on the whole picture when it comes to employee wellbeing.

"There is a tendency to only focus on mental health when we talk about wellbeing, but for employees to perform at their best, they need to ensure there is a focus on holistic wellbeing and there is the right balance of mind, body and sleep."

The Future.

St Kilda FC continues to invest in their people and support mental health and wellbeing using Readiness. As a result, the staff are ready for whatever 2021 throws at them.

Dr Darren Hocking, PhD, chief scientist who is leading the partnership between Readiness and Swinburne's Centre for Mental Health, says this proactive approach is vital after the challenges of last year.

“Promoting wellbeing and preventing poor mental health in the workplace is a national priority, which is only heightened by the devastating economic impact of COVID-19 on our work and home lives. The positive results from the Readiness trial at St Kilda FC emphasise the need for a more proactive approach to identifying early risk signs of poor mental health and to respond appropriately with self-directed and personalised resources. This preventative approach not only benefits the individual employee in their personal life but also provides a holistic strategy for optimising workplace productivity.”

Building a proactive workplace culture using a platform like Readiness has never been so important – with Readiness pleased to see similar results among other clients and industries, including Telstra Energy, Ferguson Plarre Bakehouses and Jayco.

For more information regarding the Readiness complete wellbeing platform, visit readiness.org.au.





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