



A healthy partnership to improve
the lives of your people.



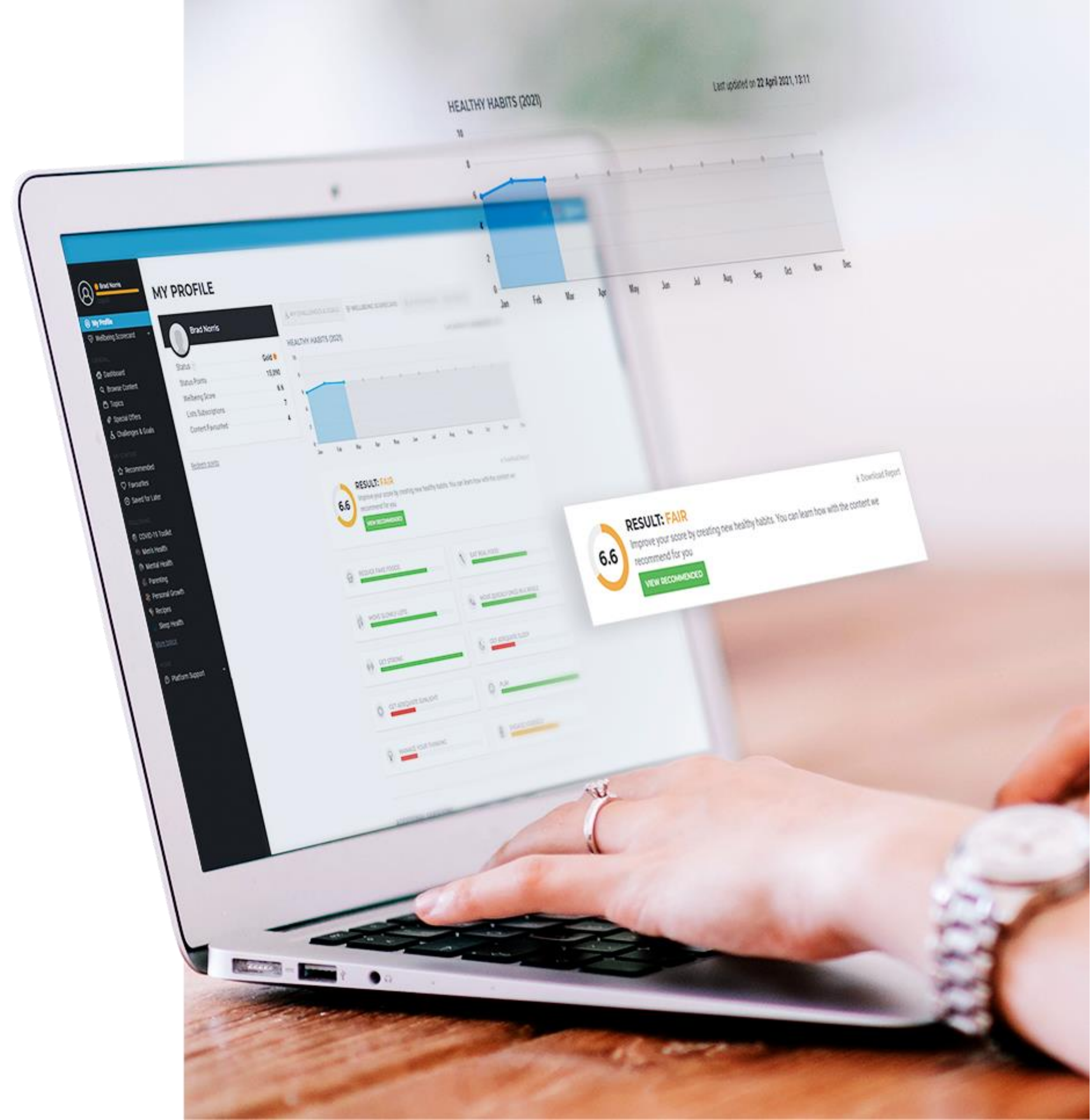







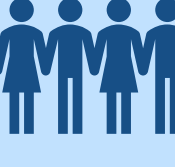
The Workplace Wellbeing Platform Comparison Guide.

With an influx of online wellbeing offerings, it is important for organisations to know that not all wellbeing platforms are the same.







With the increasing rate of technological development, platforms are becoming more sophisticated, easier to implement and are achieving better outcomes in the short term and long term, for both organisations and their employees.

Before signing up for an online wellbeing initiative, use the following guide to ensure the platform meets your organisation's current and future requirements.








| FEATURE | | WHY IS THIS IMPORTANT | <u>better[blank]</u> | <u>Synergy Health FOUNDATION</u> | <u>Synergy Health ENTERPRISE</u> | Other |
|---|--|---|----------------------|--------------------------------------|--------------------------------------|-------|
|  | Built based on a formalised behaviour change model. | Rather than just delivering a range of content, the platform needs to be designed to facilitate behaviour change. It should include four key components – ‘Awareness’, ‘Education’, ‘Motivation’ and ‘Reward’ to provide the best return on investment. | ✓ | ✓ | ✓ | ○ |
|  | Your logo to feature on the platform. | All experiences within the platform should be underpinned by your brand. This reinforces to employees that your workplace cares for their wellbeing and engagement. | ✓ | ✓ | ✓ | ○ |
|  | Access to a Wellbeing Questionnaire provides your employees with feedback on their wellbeing status and their progress made over time. | The most important stage in any program of improvement is to understand where we are right now. Providing your employees with the knowledge of their current state of wellbeing is the foundation for future progress. | ✓ | ✓ | ✓ | ○ |
|  | A personalised dashboard of content for each of your employees. | Your employees have different needs and want to engage in different topics. To maximise engagement levels, each of your employees’ dashboards must be personalised to address their specific wellbeing needs. It must also contain information on topics they are most interested in. | ✓ | ✓ | ✓ | ○ |
|  | Implementation of an annual calendar of wellbeing, safety and engagement initiatives. | A calendar of activity needs to be established to ensure momentum is maintained. A range of topics should be included to attract a broad range of employees to want to participate in the program. | ✓ | ✓ | ✓ | ○ |
|  | The inclusion of team-based challenges delivered during the year. | Team-based challenges are essential to help ‘engage the unengaged’ within your workplace (To learn more, click here) | ✓ | ✓ | ✓ | ○ |








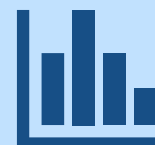
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|---|--|---|----------------------|--------------------------------------|--------------------------------------|-------|
|  | Access to a range of learning modules that employees can start at any time. | Learning modules that cover a broad range of topics need to be available to your employees at any time. This allows employees to learn how to make positive changes in the areas they want to and at a time when they're most ready to make those changes. | ✓ | ✓ | ✓ | ○ |
|  | Access to a rewards program. | To encourage long-term participation in your program, the platform must incentivise ongoing participation. A structured rewards program within your platform will help you achieve this. | ✓ | ✓ | ✓ | ○ |
|  | Employee access to various health and wellbeing discounts. | To provide direct savings to your employees and to encourage them to take ownership of their own wellbeing, a range of health and wellbeing discounts should be made available. | ✓ | ✓ | ✓ | ○ |
|  | Template promotional material supplied to promote key initiatives delivered throughout the year. | The effort it takes to promote a program throughout the year is often underestimated. Ongoing promotional material should be supplied to minimise the administrative demands placed on your workplace. | ✓ | ✓ | ✓ | ○ |
|  | Up to five free family / friends per registered user. | It's often easier to change a family's health-related behaviours than an individual within a family. Because of this, family participation is encouraged where possible. It also provides your workplace with the opportunity to promote your brand to the wider community. | ✓ | ✓ | ✓ | ○ |
|  | Live engagement reporting available at any time. | It's essential for your workplace to have full transparency on participation rates. Not just total 'clicks' but an insight into the number of 'unique users' to truly understand engagement rates. | ✓ | ✓ | ✓ | ○ |



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|  | Employee personalised e-newsletter. | To reduce the demands on your workplace, updates need to be pushed to employees on new and relevant information released on the platform. The content of these notifications and frequency should be able to be controlled by your employees to minimise the risk of ‘under’ or ‘over’ communicating. | ✓ | ✓ | ✓ | ○ |
|  | Webinars delivered throughout the year. | To engage your employees, a range of live webinars should be delivered throughout the year. Having experts ‘live’ is more likely to give your employees the opportunity to have their key questions answered. | ✓ | ✓ | ✓ | ○ |
|  | Mobile app available for use on all device types. | To best support your employees on mobile devices, an App should be made available for your employees to download. | ✓ | ✓ | ✓ | ○ |
|  | Branded wellbeing platform including selected colour scheme. | To further celebrate the essence of your brand, your colour scheme should be able to be integrated into your platform. | ✗ | ✓ | ✓ | ○ |
|  | The ability to integrate workplace content on dedicated pages within the platform. | Centralising all of your wellbeing content (e.g. employee benefits, influenza vaccination program, safety initiatives) into one location heightens the overall presence of your wellbeing initiatives, enhances utilisation and can reduce the overall administrative demands of running the program. | ✗ | ✓ | ✓ | ○ |
| SSO | SSO integration and customised url. | SSO integration enables easy and seamless access for your employees to enter the platform. This improves accessibility and enhances overall participation rates. | ✗ | ✓ | ✓ | ○ |



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|  | The ability to add customised questions within the Wellbeing Questionnaire. | The integration of customised questions into the health questionnaire allows your workplace to identify specific needs (and progress made over time) in areas that are most relevant to your workplace. This may include questions relating to safety, culture, job satisfaction, engagement and / or the integration of specific health monitoring metrics. | x | ✓ | ✓ | O |
|  | Access to knowledge and initiatives developed by other organisations to benefit your workplace. | To maximise the return on investment, it's best to learn and utilise the knowledge and resources developed by other organisations. There is no point in trying to reinvent the wheel! To view an example of this, please click here . | x | ✓ | ✓ | O |
|  | Detailed reporting on group health status, engagement rates and progress made over time. | The more detailed reporting, the more insights can be gained on the nature of the programs needed to address the specific wellbeing needs across your workplace. | x | ✓ | ✓ | O |
|  | Development of a customised calendar of wellbeing, safety and engagement content to meet your workplaces specific needs. | A customised calendar of activity can be designed and implemented to meet the specific and unique wellbeing, safety and engagement needs across your workplace. The greater the customisation and relevance, the better the outcomes that can be achieved. | x | x | ✓ | O |
|  | The ability to develop and integrate customised content throughout the platform | To elevate your platform and truly celebrate the essence of your brand, your initiatives and imagery can be added throughout the platform. The greater the relevancy to your employees, the greater the engagement rates. | x | x | ✓ | O |

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|  | The ability to create customised team-based challenges. | To address a specific need within your workplace, a customised team-based challenge can be developed. This could include an initiative that meets a specific wellbeing, safety or engagement need within your workplace, or a team-based challenge that meets your broader strategic requirements. This means the program can achieve a greater return on investment. For examples, please click here . | x | x | ✓ | O |
|  | The ability to create customised learning modules. | As a key component of employee training or induction, customised learning modules can be developed to meet your workplace needs. | x | x | ✓ | O |
|  | Branded promotional material supplied to promote key initiatives. | The ongoing supply of promotional materials aligned with your brand guidelines takes all the work out of promoting your program. This helps to effectively facilitate long-term participation and engagement in your program. | x | x | ✓ | O |
|  | The ability to include customised polls. | To gain further insights across your workplace, snap employee polls focused on any topic that you require should be available to implement at any time. | x | x | ✓ | O |



Helping organisations improve people's lives.



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