



# Hybrid

Employee Wellness Program

## WHY INVEST IN AN EMPLOYEE WELLNESS PROGRAM?

### EMPLOYER

The average financial return for having an employee wellness program is \$2.30 for every \$1 spent.

### EMPLOYEES

Prevent Burnout, Trauma and learn how to maintain general mental health.

### EMPLOYER

Saves money on re-recruitment and training, regular staff absenteeism, and increases productivity.

# Mind Mojo Psychotherapy

in collaboration with...  
Our Wellness Collective

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**DIFFERENT 12-MONTH  
PACKAGES WITH  
RENEWAL OPTION  
ACCORDING TO YOUR  
BUSINESS NEEDS.**

**PERSONALIZED RISK  
ASSESSMENT FOR YOUR  
UNIQUE BUSINESS.**

**PROJECT RUN BY A  
PSYCHOTHERAPIST  
WITH YEARS OF  
EXPERIENCE IN  
EMPLOYEE WELLNESS,  
TRAUMA THERAPY AND  
CROSS-CULTURAL  
DYNAMICS.**

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## **BENEFITS OF INVESTING IN AN EMPLOYEE WELLNESS PROGRAM**

*And why it is so important...*

**SAVING THOUSANDS OF  
DOLLARS EVERY YEAR, WHILE  
BUILDING A HEALTHY, HAPPY  
EMPLOYEE BASE.**

*According to a study done by Beyond Blue in  
Australia in 2021...*

*The average financial return for investing in an  
employee wellness program is \$2.30 for every \$1  
spent.*

*According to this study 1 in 5 Australians take time  
off work in a given year because they felt stressed,  
anxious, depressed or mentally unhealthy in some  
way. This statistic was twice as high among people  
who considered their workplace mentally unhealthy.*

*35% of these employees did not want anyone to  
know about their mental health challenges, as they  
were worried about how it would affect their job  
security.*

*This study showed that almost 50% of employees  
have resigned from their workplace due to a poor  
mental-health environment. 68% of employees  
believed that a mentally and emotionally healthy  
environment at work would make it less likely for  
them to seek other employment opportunities.*

*(<https://www.beyondblue.org.au/media/statistics>)*



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# **BENEFITS OF INVESTING IN AN EMPLOYEE WELLNESS PROGRAM**

*And why it is so important...*

## **SAVING THOUSANDS OF DOLLARS EVERY YEAR, WHILE BUILDING A HEALTHY, HAPPY EMPLOYEE BASE.**

When employees are healthy and engaged, they are more likely to show up for work and stay with their current employer. It really is that simple.

According to a study by the Society for Human Resource Management, companies with wellness programs experienced an average 11% reduction in absenteeism, and a 28% reduction in sick leave usage.

Additionally, companies that have wellness programs in place have reported increased productivity, higher employee engagement, and improved morale.

<https://www.linkedin.com/pulse/financial-benefits-corporate-wellness-program-june-palmer/>

In Helping Professions and Emergency Services, such as Medicine, Mental-Health, Defense Force, Police, Fire fighting, Social Work, and the like, these figures can be doubled, or sometimes even more...

# 2024



# YELLOW

## 12-MONTH

*Employee Wellness Program*

**0 - 25 Employees at start of program**

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### GENERAL

- 2x A3 Wellbeing Program Poster
- 1x Graphics Partnership Badge to add to business documentation, email signatures, your website, etc.
- Brochure emailed to each staff member to explain the wellness program so they can re-read when needed.
- 1x General Mental Health Tip Emailed to all staff once a week.
- Opportunity for Staff to arrange for personal therapy appointments at extra cost.
- 3-hour team trauma debriefing (one opportunity per month) in the event of a traumatic incident of a team in order to prevent PTSD

**\$1400 +GST**  
per month for 12 months

### PROGRAM

#### Month 1

- Organizational Staff Wellness Risk assessment (1.5 hours) with Management and HR.
- Staff Wellness Risk assessment with employees only (1 hour) including questionnaires sent out to staff.
- Risk Assessment Results and Action Plan doc emailed to Management
- Preparation and setup of all resources mentioned under "general".

#### Month 2

- Training nominated staff member in confidential 360 staff evaluations with 1-on-1 feedback and Personal Development Plan (PDP) for each staff member, including management. (2 hours)
- Available to nominated staff member for questions on 360's, PDP's and general Staff Wellness Action Plan when needed.

#### Month 2-5 + Month 7-12

- 1.5 hour on-demand video training based on a topic of risks and needs identified on your risk assessment.
- Employee discussion and Q&A platform monitored by the Psychotherapist / Trainer opened up for one day after the workshop.

#### Month 6

- 1-hour meeting with Management regarding effectiveness and tweaking of program.
- Staff email questionnaire regarding effectiveness and tweaking of program.
- 1.5 hour virtual training with management based on a topic identified by 360 results.
- Training discussion and Q&A platform monitored by the Psychotherapist / Trainer.
- Review of Personal Development Plan Progress & Feedback with HR

# 2024



# RED

## 12-MONTH

### Employee Wellness Program

**26 - 100 Employees at start of program**

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### GENERAL

- 6x A3 Wellbeing Partnership Poster
- 1x Graphics Partnership Badge to add to business documentation, email signatures, your website, etc.
- Brochure emailed to each staff member to explain the wellness program so they can re-read when needed.
- 1x General Mental Health Tip Emailed to all staff once a week.
- Opportunity for Staff to arrange for personal therapy appointments at extra cost / establishment of EAP service.
- 5-hour team trauma debriefing (one opportunity per month) in the event of a traumatic incident of a team in order to prevent PTSD.

**\$3200 +GST**  
per month for 12 months

### PROGRAM

#### Month 1

- Organizational Staff Wellness Risk assessment (3 hours) with Management and HR.
- Staff Wellness Risk assessment with employees only. (1 hour virtual meeting including online questionnaires emailed to all staff)
- Risk Assessment Results and Action Plan doc e-mailed to Management and HR.
- Preparation and setup of all resources mentioned under "general".

#### Month 2

- Training HR in completing confidential 360 staff evaluations with 1-on-1 feedback and Personal Development Plan (PDP) for each staff member, including management. (2 hours).
- Available to HR for questions as needed.
- Available to HR for questions on Staff Wellness Action Plan as needed.

#### Month 3-5 + Month 7-12

- 1.5 hour on-demand video training with assessment based on a topic of risks and needs identified on your risk assessment.
- Employee discussion and Q&A platform monitored by the Psychotherapist / Trainer open for one day after the Workshop.

#### Month 6

- 1-hour meeting with Management regarding effectiveness and tweaking of program.
- 1.5 hours meeting with Staff regarding effectiveness and tweaking of program.
- 1.5-hour virtual training with management based on 360 evaluation results.
- Training discussion and Q&A platform monitored by the Psychotherapist / Trainer for one day post training.
- Review of Personal Development Plan Progress & Feedback.

2024



# BLUE

## 12-MONTH

### Employee Wellness Program

101 - 200 Employees at start of program

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### GENERAL

- 10x A3 Wellbeing Program Posters
- 1x Graphics Partnership Badge to add to business documentation, email signatures, your website, etc.
- Brochure emailed to each staff member to explain the wellness program so they can re-read when needed.
- 1x General Mental Health Tip Emailed to all staff once a week.
- Opportunity for Staff to arrange for personal therapy appointments at extra cost / establishment of EAP service.
- 5-hour team trauma debriefing (one opportunity per month) in the event of a traumatic incident of a team in order to prevent PTSD.

\$4800 +GST  
per month for 12 months

### PROGRAM

#### Month 1

- Organizational Mental Health Risk assessment (1 work day) with Management and HR.
- Mental Health Risk assessment with employees only. (1 hour virtual meeting with questionnaires emailed to all staff)
- Risk Assessment Results and Action Plan doc emailed to Management & HR.
- Preparation and setup of all resources mentioned under "general".

#### Month 2

- Confidential 360 staff evaluations with 1-on-1 feedback and Personal Development Plan (PDP) for each staff member, including management.

#### Month 3-5 + Month 7-12

- Training HR in completing confidential 360 staff evaluations with 1-on-1 feedback and Personal Development Plan (PDP) for each staff member, including management. (2 hours).
- Available to HR for questions as needed.
- Available to HR for questions on Staff Wellness Action Plan as needed.

#### Month 6

- 2-hour meeting with Management regarding effectiveness and tweaking of program.
- 1.5 hours meeting with Staff regarding effectiveness and tweaking of program. Questionnaires sent to all staff by e-mail.
- 1.5-hour virtual training with Management based on 360 evaluations results.
- Training discussion and Q&A platform monitored by the Psychotherapist / Trainer until one day after the training.
- Review of Personal Development Plan Progress & Feedback with HR.



# Monthly

## WORKSHOP TOPIC OPTIONS



## Mental-Health topics:

- **Personality Types.**
- **Depression, Stress & Anxiety, and Sleep (including practical tips).**
- **Healthy Boundaries:**
  - 1 - Introduction to Healthy Boundaries.
  - 2 - Practical application of Healthy Boundaries.
- **Clinical Burnout.**
- **Trauma (Including Vicarious Trauma and Compassion Fatigue)**
  - 1 - Introduction to Trauma - What does Trauma do to the brain and nervous system?
  - 2 - What can I do about Trauma?
- **Mental Health Continuum (Preventative Mental Health Tips):**
  - 1 - Explanation of Continuum, symptoms on the Continuum and Mental Health Wellness Questionnaire.
  - 2 - Mental Health Tips Training to manage symptoms and build resilience.
- **Risk: Deliberate Self-Harm, Suicidal ideation and Risk of harm to others**
- **Anger Issues (including practical tips)**
- **Gender Identity workplace tips.**
- **Substance Abuse**

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# Monthly

## WORKSHOP TOPIC OPTIONS



## Leadership Skills:

- **Skills of highly successful leaders.**
- **Successful Leadership 1**
  - Interdependence & Win-Win relationships
  - Synergizing Teams
  - Personal Leadership & Personal Vision
  - Time Management vs Leadership
  - Building a new team.
  - Empowering others through Coaching
  - Delegation & Balance
  - Getting things done
- **Interpersonal Skills**
  - Helping others solve problems
  - Listening skills
  - Confronting well
  - Receiving confrontation well
  - Managing Conflict
  - Building Trust
  - Drawing People Out
  - Being an encourager

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# Monthly

## WORKSHOP TOPIC OPTIONS



## Cross-Cultural Competence:

- **Cross-Cultural Competence training.**

### 1 - Cross-Cultural Competence for teams.

- Cross-Cultural Open-Mindedness
- When Values Collide
- Mainstream Cultures of the world
- Cross-Cultural Communication Simplified

### 2 - Adapting in Australia as a foreigner.

- Everything in the "Cross-Cultural Competence for teams" training
- Culture Shock and adapting for new Expats
- Raising third culture kids
- Learning a foreign language

## Making the workplace disability friendly:

- **Psychosocial Disabilities (Mental-Health Related Disabilities)**
- **Neurodiversity in the workplace:**
  - Autism Spectrum Disorder (ASD)
  - Attention Deficit Hyperactivity Disorder (ADHD)
- **Physical Disabilities**
- **NDIS general information**

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