

medibio



ilumen™ Mental Health Support for Corporate Australia

A COVID-19 & Productivity
Commission Response

The logo for medibio, with 'med' in white, 'i' in purple, 'b' in orange, and 'io' in white. The background features a dark blue space with a faint network of nodes and lines, suggesting a molecular or data structure.

medibio

LOOKING AT MENTAL HEALTH OBJECTIVELY

We are: a mental health technology company pioneering the use of Artificial Intelligence, deep learning algorithms and neural network methodology to identify biological markers and patterns to aid in early detection and screening of mental health conditions.

A woman with long dark hair is seen from the side, sitting at a dark wooden desk in a modern office. She is focused on her laptop. On the desk, there is a white coffee cup on a saucer and a pair of glasses. Large windows in the background let in natural light, creating a bright and airy atmosphere.

BEYOND THE BOTTOM LINE

COVID-19 has destabilised the mental wellbeing of Australia's workforce

Individuals will be feeling the effects of the pandemic for years to come.

Support mechanisms are needed to speed up personal and economic recovery processes for employers and employees.

Getting back on track takes more than just opening doors; many will need the mental support to walk through them

Australian employers need tools to better understand the mental wellbeing of their workforce - to manage risk and facilitate early intervention.



ilumen™ - HOW IT WORKS AND HOW IT HELPS

ilumen™ can help.



ilumen™ offers companies rich, de-identified, aggregate data to measure and manage the mental wellbeing of the workforce and to assess the impact of their programs.



3 EASY STEPS TO IMPLEMENT



1. DOWNLOAD + ASSESS

Employee downloads the ilumen™ app and completes a series of questions to assess their self-perceived wellbeing

Participants may repeat the assessments every two weeks to monitor their progress.



2. CONNECT + TRACK

Connected with a wearable device (optional), ilumen™ allows the aggregation of biometric data like sleep and activity metrics.



3. OVERVIEW + INSIGHT

For EMPLOYERS: a dashboard of de-identified data to support and manage the mental wellbeing of their workforce and measure the impact of their programs.

For EMPLOYEES: screening for early symptoms of depression, anxiety and stress and provides a 'wellbeing snapshot' they can use to identify and improve or sustain.

If an employee is assessed as 'high risk' they receive confidential personalised recommendations.

ilumen™ ADDRESSES PRODUCTIVITY REPORT RECOMMENDATIONS



PRODUCTIVITY REPORT
RECOMMENDATION
7.2

Identify and manage risks to mental health in the workplace



ilumen™ does this



PRODUCTIVITY REPORT
RECOMMENDATION
7.4

Facilitate early intervention



ilumen™ does this



PRODUCTIVITY REPORT
RECOMMENDATION
7.6

Collect and monitor data-driven evidence from employer-initiated interventions for a mentally healthy workplace



ilumen™ does this

BENEFITS OF ilumen™



FOR EMPLOYEES

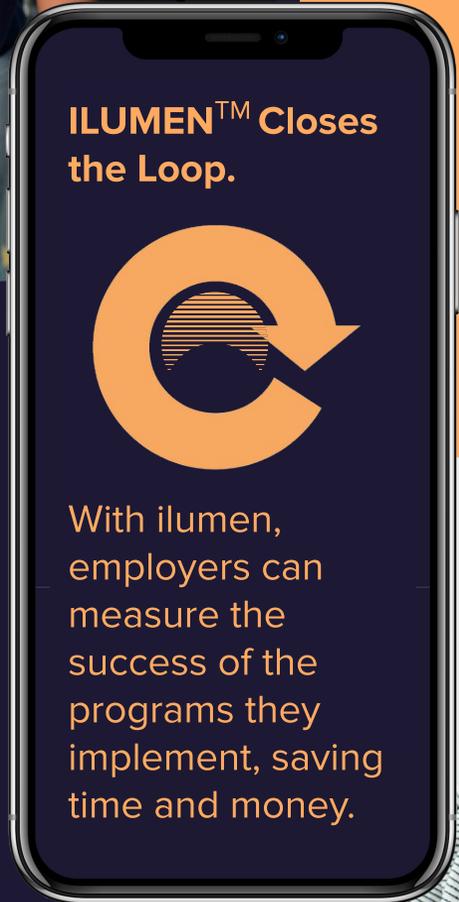
ilumen™ tracks biometrics with wearable devices to understand the correlation between physical and mental health.

ilumen™ offers confidential mental wellbeing assessments via mobile app and online website.

ilumen™ provides strategies to help individuals better cope with managing life at work, personal development plans, stress, and strain.

“Thank you for your concern, following on from this I have booked in some time with the Employee Assistance Program.”

- ilumen™ user



Assessment measures Perceived Stress

FOR EMPLOYERS



ilumen™ monitors the impact of mental health programs implemented.

ilumen™ provides real-time de-identified aggregate dashboards of employee well being.

Employers gain a dynamic understanding of the workforce - what people need and how to help.

ilumen™ optimises workforce performance, mitigates risk, and offers better, tailored wellbeing programs.

Enables employers make informed decisions based on workforce data.

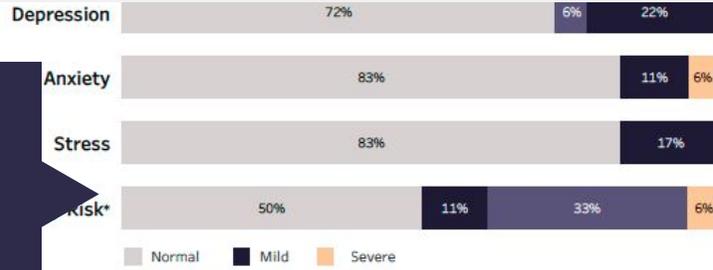
ilumen™ provides de-identified metrics on workforce capability to clients, suppliers and insurers.



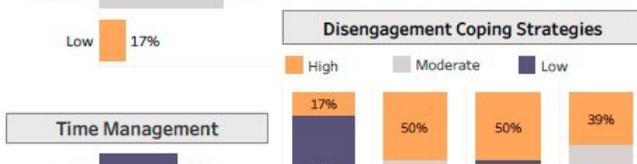
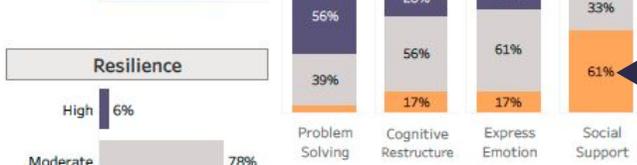
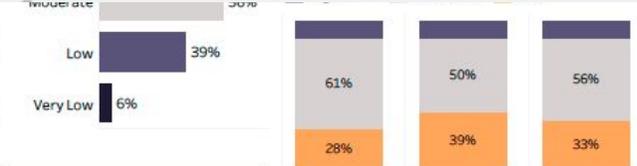
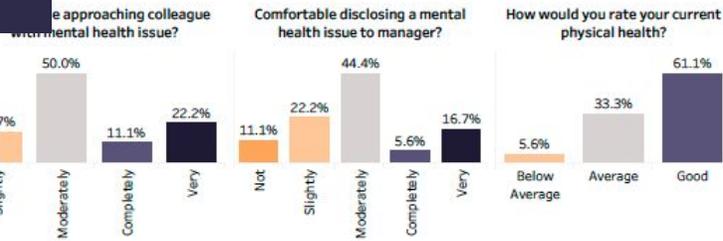
ilumen™ DASHBOARDS OF DATA

Provides MH Data

- Depression
- Anxiety
- Stress



Mental Health

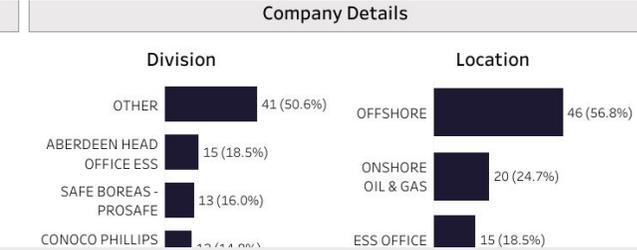
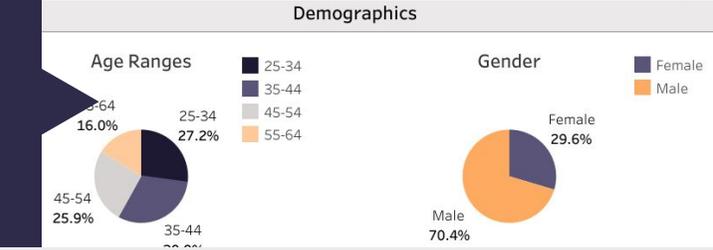
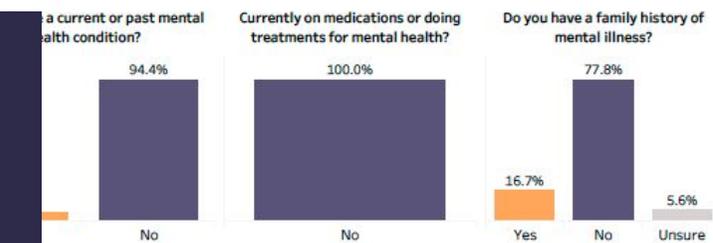


Provides Protective Factor Data

- Time Management
- Trust
- Perfectionism
- Coping Strategies

Provides Data

- Registrations
- Completed Assessments
- Number of High Risks
- Demographics
- Location & Division/ Team Breakdowns



Provides Risk Factor Data

- Sleep
- Resilience
- Emotional Intelligence

ilumen™ CORPORATE IMPLEMENTATIONS

SEP
2019

FEB
2020

OCT
2020

OCT
2020

NOV
2020



Mining & Resources

Singapore, United Kingdom,
Australia, Chile, Brazil,
and South Africa



Engineering & Design

Australian, New Zealand,
Indian and
Chinese workforce



Professional Services

Australia
(approx. 9000 employees)



*Commercial Property
Management & Logistics*

Hong Kong and
Greater China



Global Food Services

Global Master License
and Services
Agreement Signed

NATIONAL BENEFIT OF IMPLEMENTING ilumen™



The cost of mental ill-health are immense and are not only borne by the individual but also by their **families and friends, governments, employers, insurers, and the broader community.**



ilumen™ now affords employers the opportunity to measure the impact of their mental health programs, which has the potential to **reduce absenteeism and improve productivity** resulting in a positive and lasting impact on the Australian economy.



Workplace initiatives to monitor and manage mental wellbeing have the ability to **significantly reduce cost** of mental ill-health to Australian employers, **increase employee efficiency and attendance, and financial stability.** Ultimately, healthier employees equate to a healthier economy.



Small businesses stimulate innovation and build local economies. Helping them retain a healthy workforce with **flexible support for stress management keeps local communities vibrant and growing.**



ROI: \$1-\$4

Return on every dollar invested in mental health, if employers get it right!

ilumen™ helps employers get it **RIGHT!**



IMPLEMENTATION PROGRAM

ilumen™ will be implemented via large employers in each of the following industries:



MINING

With more than \$120B currently invested in new mining projects and GDP from mining increasing to \$26B in the first quarter of 2018, the mining sector is a significant contributor to the Australian economy. The prevalence of mental ill-health is well documented within this sector, particularly with the Fly-In, Fly-Out workforce.



PROFESSIONAL AND FINANCIAL SERVICES

Worth \$1.7T and adds up to 11 percent of the national GDP equivalent to \$118B.



HEALTHCARE

13% of the Australian workforce is employed in this industry, which is projected to increase to 15% by the year 2020. Furthermore, 160,000 other full-time jobs will be added with the launching of the National Disability Insurance Scheme (NDIS).



EDUCATION

The Australian education sector is a vital resource to the Australian economy and is the country's largest service-based export, attracting thousands of international students and supporting over 240,000 jobs in higher education alone.

FUNDING REQUIRED: \$6M OVER 2 YEARS

With government support, it is proposed that an Australian-wide, 2 year roll out of ilumen™ be undertaken targeting up to 100,000 employees across a number of major industries with the objective being to independently confirm a reduction in absenteeism and an increase in productivity resulting in a positive impact on the Australian economy.

Application of funds:

\$500,000

Execution of agreements to support development and training materials

\$1,350,000

Project and Account Management

\$3,550,000

Implementation of ilumen™

Consultation, field training and support, software development and integration, system maintenance, data collection and interpretation, and wearable devices

\$600,000

Independent Evaluation

TOTAL FUNDING REQUIRED: \$6,000,000



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