



 mira

**ENABLING SAFER, HEALTHIER  
AND MORE ENGAGED  
WORKPLACES**

# The Growing Challenges in Workplaces

Employees' wellbeing is now a core business priority.



Today's employers face complex responsibilities beyond compliance and safety - managing injury recovery, promoting wellbeing, preventing lifestyle risks, and retaining talent. They're grappling with burnout-related absenteeism, workplace injuries requiring Return-to-Work coordination, rising mental health issues, and chronic illnesses impacting productivity.

HR and WHS teams must deliver quality care coordination with limited resources while legal obligations around duty of care, psychosocial risks, and workplace safety become increasingly stringent. Meanwhile, employees need enhanced support to sustain a healthy lifestyle and maintain their mental health and wellbeing.

Fragmented documentation, ad hoc communication, and unstructured wellbeing initiatives hinder employee support and may expose employers who fall outside of their legal and compliance obligations. Without structured systems, workplaces struggle to meet compliance requirements and effectively protect their workforce.



## Absenteeism & Engagement Challenges

- Managing burnout-related absenteeism and lifestyle risks
- Supporting remote/hybrid workers



## Mental Health Risks

- Burnout, anxiety, and depression affecting performance
- Return-to-Work support
- WHS compliance for psychosocial hazards



## Chronic Illness & Conditions

- Complex treatment coordination and disability management
- Return-to-Work support



## Injury & Physical Health Risks

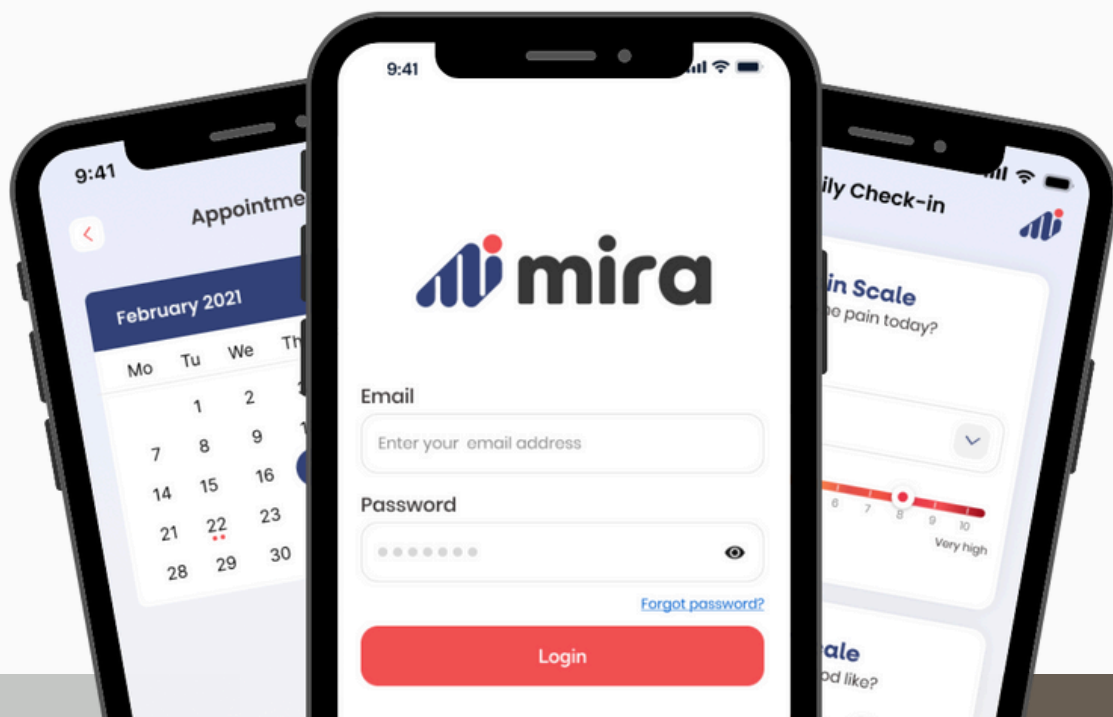
- High musculoskeletal injury rates
- Incident management and rehabilitation
- Claims and insurer communications

# Supporting Workplaces by Enhancing Wellbeing & Engagement

 **mira** is a purpose-built digital platform that empowers organisations to meet their duty of care responsibilities with confidence.

We unite employee engagement and recovery management in a single, secure, and configurable system. From proactive wellbeing through Health Scores and lifestyle guidance to structured injury/illness case management, Mira helps workplaces protect people while building stronger cultures.

Companies shift from reactive management to proactive, person-centred engagement and recovery that's structured, securely recorded, and compliant with industry and regulatory standards.



# What the Data Tells Us

The Case for Action



## The Rate of Absenteeism

Burnout and lifestyle-related illness are among the leading causes of lost productivity across Australian workplaces.



## Mental Health Conditions

Workplace mental health conditions are one of the costliest forms of workplace injury.



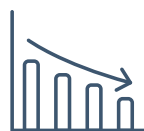
## Legal Exposure & Compliance Risk

WHS and industrial manslaughter laws now apply to psychosocial harm, raising the stakes for employers.



## The Cost of Injuries

The median cost of a workplace injury is \$15,743



## Productivity Loss

\$10.9B in lost productivity annually due to mental ill-health.



## Responsibility on Wellbeing

Employers are facing increased scrutiny for how they support both employee wellbeing and recovery.

**Employers need tools to respond with structure, visibility, and care. Without them, wellbeing and recovery needs are often missed, leading to higher costs and risks.**

# Key Legal & Policy Obligations

Mira supports workplaces in aligning with key requirements.

## Work Health & Safety (WHS) and Psychosocial Hazard Laws

- Employers have a legal obligation under WHS legislation to provide a safe physical and psychological work environment.
- This includes identifying, managing, and mitigating psychosocial risks such as work-related stress, burnout, bullying, and exposure to trauma.

## Return to Work (RTW) Compliance

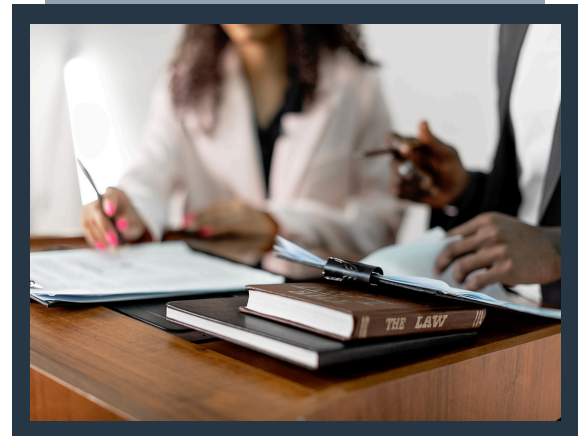
- Workplaces must support injured or ill employees through structured Return to Work programs that are fair, evidence-based, and regularly reviewed.
- MIRA helps organisations comply with RTW legislation by documenting recovery milestones, medical certifications, modified duties, and graduated return to work plans.

## Insurance and Claims Documentation Protocols

- Accurate, timely, and structured documentation is critical for engaging with workers' compensation insurers and managing workplace injury claims.
- MIRA provides an audit-ready system to store incident reports, medical records, correspondence, and rehabilitation plans in one secure location.
- This ensures transparency and compliance throughout the claims lifecycle, reducing disputes and administrative burden.






## Privacy & Confidentiality Requirements

- Health, wellbeing, and injury-related records must be managed in accordance with the Privacy Act 1988 (Cth) and relevant workplace privacy laws.
- MIRA ensures secure, permission-based access to sensitive information, protecting both employee confidentiality and organisational integrity.



# What is at Stake?

## Without a System Like Mira

-  **Missed early warning signs**  
of lifestyle and mental health risks
-  **Fragmented recovery plans**  
across HR, WHS and insurers
-  **Increased Administrative Burden**  
leading to non-compliance and poor documentation
-  **Employee disengagement and rising turnover**  
staff feel unsupported in wellbeing and recovery, driving exits.
-  **Increased legal exposure**  
psychosocial, WHS, and Return to Work obligations not clearly documented.



## Enables Workplaces to:

-  **Create evidenced based, person-centred support**  
for both wellbeing and recovery journeys.
-  **Manage all health, wellbeing, and recovery cases**  
through one centralised platform
-  **Engage all stakeholders**  
workers, managers, providers, HR, and insurers in one place.
-  **Respond proactively**  
to risks, incidents, and wellbeing trends with timely, coordinated action.
-  **Protect staff and leadership**  
by meeting compliance obligations and demonstrating due diligence.
-  **Documentation**  
capturing the important compliance actions and intervention milestones



**MIRA is not just a system...**

**It's your frontline system of care**

It helps turn compliance into care, policies into action, and duty into outcomes.

# mira is Ideal for

- Workplace Wellbeing & Engagement
- Physical Injury Recovery & Return to Work
- Managing Long-term Illness & Disability
- Mental Health Recovery & Psychosocial Risk
- Hybrid & Remote Worker Support

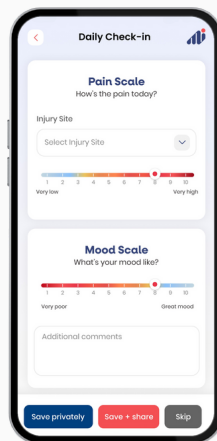


## Main Benefits



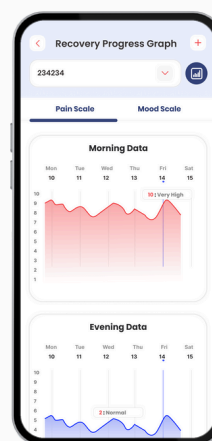
### Care Network

Access qualified practitioners and health resources



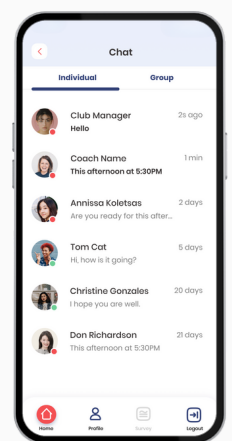
### Daily Progress Update

Track and manage both individual recovery plans and ongoing wellbeing engagement.



### Centralise health and incident data

Real-time update on your workforce's wellbeing and recovery states.



### Enable Early Intervention

Establish proactive communication and check-ins for at risk employees



\$10 per employee per month charged annually.  
100 employees minimum.  
Lower unit costs for larger groups.



Customisation by request.  
Can scale to add additional engagement features in the future.

# Key Features

For Workplaces



## Wellbeing Engagement

Daily Health Score, personalised lifestyle guidance, gamified team challenges, and rewards for healthy behaviours.



## Case Management

Document, monitor, and coordinate injury or illness cases.



## Return to Work Planning

Create structured recovery plans with timelines, tasks, and stakeholders.



## Incident Reporting & Risk Management

Log injuries, illness, and psychosocial cases with integrated alerts and traceable updates.



## Employee Engagement & Education

Provide wellbeing content, habit-building programs, and targeted campaigns to aligned with corporate initiatives.



## Governance Data & Analytics

Gain insights into health and wellbeing trends, recovery timelines, and intervention outcomes.

# Supporting Your Workplace

Ways in which Mira can improve employee wellbeing

## Enhance the team's engagement, morale, and work culture, improving productivity

- Using Mira, employers can create regular and targeted wellbeing challenges for their employees, such as health checks, activity, hydration, and mindfulness challenges.

## Mental Health Recovery Support

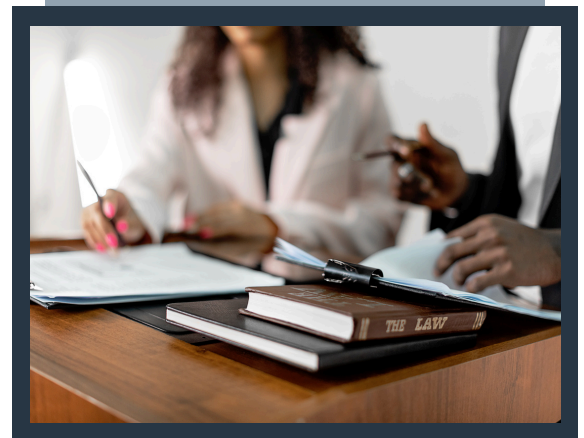
- An employee returns from mental health leave with reduced hours. Mira helps create a graduated reintegration plan, logs risk assessments, and monitors progress. Weekly wellbeing surveys and mental health practitioner updates are recorded, ensuring compliance and continuity of support.

## Chronic Illness – Preventive and Recovery Support

- A team member undergoing chemotherapy requires flexible work and regular leave. Mira documents the work-related care plan, tracks workplace adjustments, and provides access to wellbeing content that supports ongoing engagement.
- All stakeholders are aligned with updated expectations, support needs, and timelines.

## Workplace Injury – Structured Recovery

- A warehouse employee injures their back. The incident is logged in Mira, triggering a recovery plan with weekly recovery check-ins, an ability to share their recovery progress and upload certificates.
- HR, providers, and managers communicate centrally to ensure a safe Return to Work.



# Stakeholder Benefits

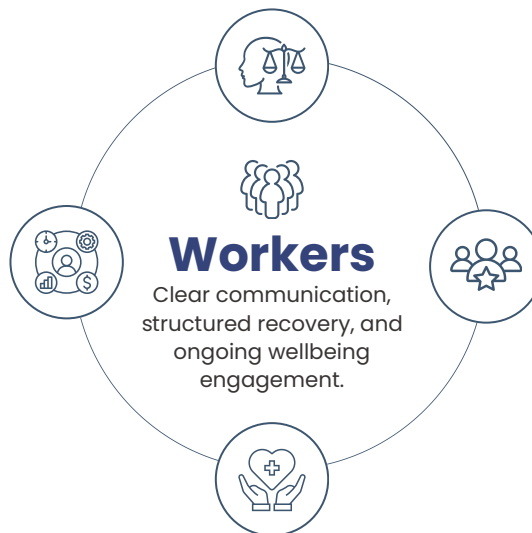
How does Mira improve workflows

## Executives & Legal

Demonstrated compliance due diligence and stronger workforce engagement.

## HR & WHS Teams

Streamlined, centralised case management, wellbeing dashboards and documentation



## Team Leaders

Visibility on employee duties, restrictions, wellbeing status, and engagement trends.

## Insurers & Providers

Secure sharing of progress updates, certificates, and notes, reducing disputes.

## Alignment with Policy & Reporting Standards

MIRA is designed to align with:

- Safe Work Australia Guidelines
- ISO 45001 / ISO 45003 Standards on Psychological Health & Safety
- National Return to Work Strategy 2020–2030
- State, Self-insured and Commonwealth Workcover and Workers' Compensation authorities
- Privacy Act 1988 (Cth)
- Incident and Risk Management Best Practices

Available from 2026

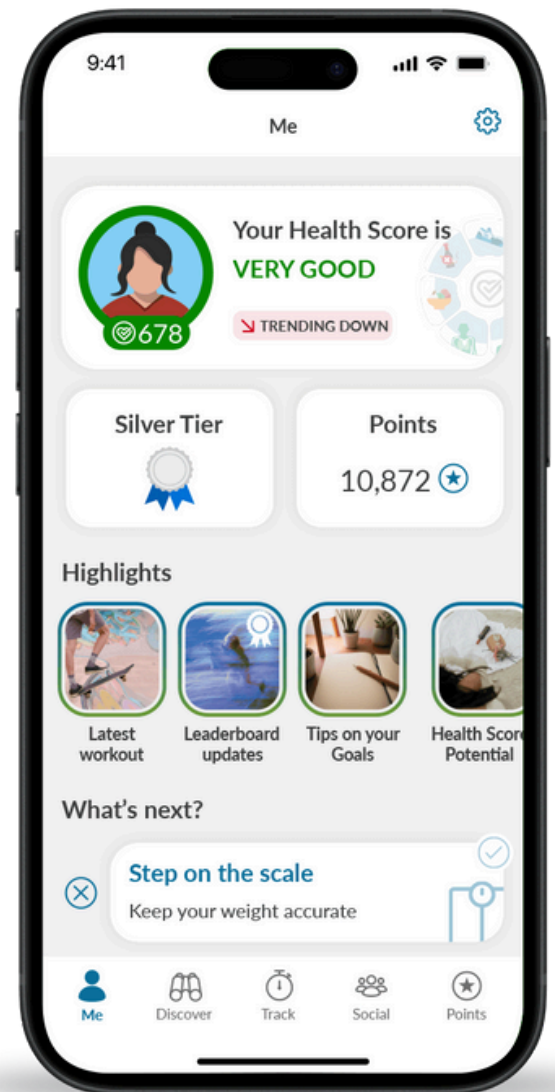
# Mira My Health

The wellness side of our platform

Employees develop a Health Score based on their lifestyle, health and choices, allowing them to collect points that can be used to obtain rewards.

- AI Health Coach to help improve their lifestyle habits
- Run preventive health campaigns
- Organisational Wellbeing Analytics
- Optional Mental Health Check-Ins & Support Modules

REGISTER YOUR INTEREST



## Ideal for:

- Corporate wellness programs
- Organisations investing in long-term culture and productivity
- Companies facing high absenteeism or staff churn



MIRA Case Management + Enterprise Level Digital Health Engagement solution with optional monitoring for high risk cohort.



Customisation by request. Additional modules can be added.

# Key Benefits

## For Employers

- **Boost Engagement**
- **Reduce Absenteeism**
- **Retain Talent**



## Value Drivers

- ✓ **Improve Productivity & Reduce Absenteeism**  
Employees using My Health are more likely to adopt healthier lifestyle habits, improve sleep, reduce stress, and increase overall well-being.
- ✓ **Attract & Retain Talent**  
Wellness programs are now expected. My Health helps organisations stand out as caring, modern employers.
- ✓ **Efficient, Data-Driven Health Risk Identification**  
spot modifiable risk patterns early, benchmark across teams, and target interventions before small risks escalate.
- ✓ **Cost-Effective Wellbeing Management**  
My Health provides turnkey content, gamification and rewards. This gives small/busy HR teams high impact without high overhead.
- ✓ **Remote & Hybrid Workforce Engagement**  
Enable consistency of wellbeing support and culture connectivity even when employees are remote or in varied work locations.

# Strategic Value of Mira My Health



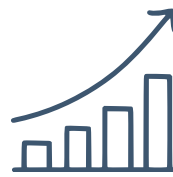
## Engagement & Morale

When employees feel supported in wellbeing, they are more motivated, more positive, more aligned with company values, which drives retention and discretionary effort.



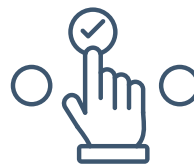
## Measurable ROI & Insights

With dashboards and analytics, organisations can measure reductions in absenteeism, improvements in Health Score, improvements in recovery times, engagement in challenges, and overall wellness trends.



## Scalability for Growth

Create structured recovery plans with timelines, tasks, and stakeholders.



## Competitive Edge

Log injuries, illness, and psychosocial cases with integrated alerts and traceable updates.



## Long-Term Health Culture

Provide wellbeing content, habit-building programs, and targeted campaigns to aligned with corporate initiatives.

# Our Approach

Mira helps businesses move from compliance to culture, and from paperwork to proactive wellbeing and recovery. We apply a structured yet adaptable approach to solution development and service delivery, grounded in our **CARE** framework:

## Contextualise

Understand your workforce, culture, risks, and priorities.

## Analyse

Identify system, resource, and process gaps, plus engagement needs.



## Execute

Deliver scalable, measurable solutions with strong governance and impact.

## Reimagine

Co-design pathways to manage risks, improve recovery, and enhance wellbeing.





Build a healthier, safer, and more engaged workforce with MIRA.  
**Let's Lead the Change.**

The Future of Workplace Wellbeing Starts **Here.**



## Contact

Web: [specialist.direct](https://specialist.direct)  
Email: [hello@specialist.direct](mailto:hello@specialist.direct)

Copyright ©2025 Specialist Direct Pty Ltd  
**A Swisstec Group Company**  
ZURICH | DARWIN | SYDNEY | MELBOURNE | BRUNEI