

# Media Coverage



**Company: Medibio**  
**Date: 2 October 2021**  
**Publication: The Courier Mail**  
**Page: 1**



## BIOMETRIC DATA GIVES INSIGHTS INTO STAFF WELLBEING

MENTAL health questionnaires have become standard in the modern workplace, as employers feel an increasing responsibility for their staff's wellbeing. Some employers are taking that commitment a step further, however, by tracking the heart rate, sleep and activity data of their teams.

Medibio's ilumen program combines questionnaire and biometric data collected from wearable devices – such as Fitbits – to give employers a more holistic insight into how their workers are feeling.

Medibio senior vice president for corporate health Jennifer Solitario says there has been increased uptake of the product since the Covid-19 pandemic – although not as much as may be expected, given the recent spotlight on mental health.

"The focus is often on short-term solutions, or solutions that aren't backed by data," she says. "Illumen provides organisations with data that they can use to monitor and manage the mental wellbeing of their workforce and assess whether mental well-

being programs that they have in place are actually having an impact."

Through the program, data is provided to the employer in a de-identified, aggregated dashboard so individuals cannot be singled out.

Engineering services firm Stantec introduced ilumen for remote employees in April 2020, with about one in five opting to link their wearable device. It has since found that about a quarter of participants were experiencing moderate to severe symptoms of depression or anxiety and that 12,975

hours of productivity had been lost in the 2020-21 financial year as a result.

Stantec Asia Pacific human resources director Dr Kylie Ward says questionnaire results also showed many workers were comfortable speaking to colleagues about mental health.

"This insight reinforced our decision to invest in the Mental Health Champions program and encouraged our Champions to focus on topics around anxiety or workplace-related stress to support the wellbeing of our people," she says.



Kylie Ward, Stantec's HR director for Asia Pacific.