Look after the people who keep the work moving.

A simple text check-in for shift, site and office teams, with a short report for you.

START HERE · NO COST

Free 2-week SMS check-in pilot

+ Up to 10 staff
+ Short report at the end
+ AI-4U included
+ You decide within 7 days

Good morning Maxine

A wellbeing check in on you to see if you are ok?

Reply 'Yes' if you're fine
Reply 'No' if you need support

No

It's a sign of strength to know you need support. Our confidential and professional support will contact you shortly. Always remember, you are never alone.

Illustrative message. Questions and replies are set by you. Every reply is acknowledged.

Pricing (excl GST)

01 UNDERSTAND · ON ITS OWN

Confidential Psychosocial Risk Assessment

$2,995 excl GST

For shift, site and office teams. Informed by ISO 45003 guidance.

+ Identify pressures: workload, role clarity, relationships and support
+ Use findings to prioritise practical improvements
+ Listen → prioritise → act → review

ALL-IN BUSINESS BUNDLE · PER SITE

$3,995 excl GST a year

on a 3-year agreement, plus annual CPI · or **$4,495 excl GST a year** on a 1-year option

+ Confidential psychosocial risk assessment
+ Personalised SMS check-ins with fully customisable questions and triage. No app download or SMS cost to recipients.
+ AI-4U web chat guides staff 24/7 to their professional support provider, plus a no-reply reminder text with the link wellbeingsolutions.co/ai-chat Voice calls available as an optional add-on.
+ CRM

Setup $995 excl GST, including integration with your communication provider.

Good to know

Check-ins that follow through

Replies are triaged through agreed escalation pathways, and support actions are recorded.

AI-4U support navigation

24/7 confidential navigation to recognised professional support.

AI-4U navigates only. It never diagnoses or provides clinical treatment.

Optional extras, on request

Anonymous reporting and Power BI reporting for leaders are not included in the bundle price.

Your duty under HSWA 2015. WellbeingSolutions can support you to identify and manage psychosocial risks, part of your duty under the Health and Safety at Work Act 2015. Our services support consultation, risk identification, reporting and follow-up. ISO 45003 is guidance, not legislation.

Book your free pilot or a demonstration

Kevin McAfee · Founder & Managing Director, WellbeingSolutions

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wellbeingsolutions.co

The assessment is a paid service; the free pilot covers SMS check-ins and AI-4U only. Not an emergency service. All prices in NZD, excluding GST. CPI applies annually to the 3-year agreement.

Clear results.
The top areas to act on.

Our confidential psychosocial risk assessment, informed by ISO 45003 guidance, turns staff responses into one simple dashboard for leaders.

Confidential Psychosocial Assessment, informed by ISO 45003 guidance

Results summary · All results are anonymous and reported in aggregate only

May–Jun 2026 | EXAMPLE DATA

RESPONSES
1,472 of 2,300 invited
64% participation · May–Jun 2026

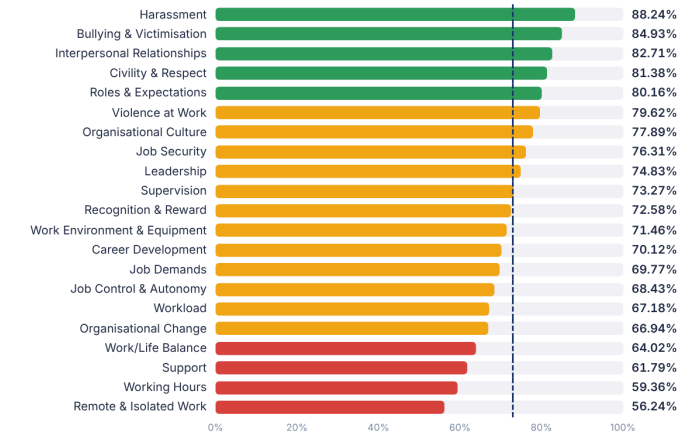
OVERALL AVERAGE
72.73%
Mean of all 21 category scores

AVERAGE EXCL. HARASSMENT & BULLYING
71.27%
Mean of the other 19 category scores

RISK PROFILE · 21 CATEGORIES
5 Low risk | 12 Monitor | 4 Act now

Score by category

Higher % = more positive experience = lower psychosocial risk



How to read this

Each score is the average positive rating for that category, from 0% (very high risk) to 100% (very low risk). **Higher % = lower risk.**

- **Low risk** 80% and above
- **Monitor** 65–79%
- **Act now** Under 65%

Example thresholds, which can be tailored to each organisation.

Top 3 areas to act on

1. **Remote & Isolated Work** — 56.24%
   Regular manager-led team check-ins, buddy systems and planned in-person meet-ups for remote staff.
2. **Working Hours** — 59.36%
   Set clear expectations on start/finish times and after-hours work; monitor overtime by site.
3. **Support** — 61.79%
   Make support services visible and easy to access; equip managers to spot early signs of distress.

Strengths to protect

Harassment	88.24%	Bullying & Victimisation	84.93%
Interpersonal Relationships	82.71%	Civility & Respect	81.38%
Roles & Expectations	80.16%	Violence at Work	79.62%

Strong team relationships and respect; the gaps are about distance, hours and access to support.

Method: each category score is the average positive rating across all responses (0–100%). Overall average = simple mean of the 21 category scores; the 'excl.' figure is the simple mean of the other 19.

What happens next 1 Share results & agree an action plan 2 Follow-up personalised check-ins 3 Review progress in 6 months

WellbeingSolutions, a product of WISMS Limited · **hello@wellbeingsolutions.co**
Example data for illustration only · Informed by ISO 45003 guidance, not a certification · Page 1 of 2

Confidential Psychosocial Assessment: clear results and the top areas to act on (example data)

Fictional organisation and figures, for illustration only.

What the dashboard shows

Easy to read

Every category scored from 0 to 100%. Higher % means lower risk, with a simple green, amber and red rating.

Top 3 areas to act on

The lowest-scoring areas, with practical suggested actions, plus the strengths worth protecting.

Privacy first

Results are anonymous and reported in aggregate. Groups under 5 responses are hidden to protect confidentiality.

Then: listen → prioritise → act → review. Agree an action plan, follow up with personalised check-ins and review progress in 6 months.

Book your free pilot or a demonstration

Kevin McAfee · Founder & Managing Director, WellbeingSolutions

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wellbeingsolutions.co

Example data shown. ISO 45003 is guidance, not legislation or certification.

Supporting your people through emergencies and disruption.

Your business continuity plan covers systems, sites and suppliers. Does it cover your people? Custom SMS check-ins support the people side of your plan, helping you follow up with staff once the immediate response is under way.

How check-ins help

Reach your people fast

Your own customisable questions can reach all your staff with a registered mobile number within minutes.

Every reply is acknowledged

Personalised check-ins with your own customisable questions, helping you make sure no one is overlooked.

Support when it's asked for

Anyone who asks for support is connected with your approved support.

When it helps

Business continuity

Build staff follow-up into your plan alongside systems, sites and suppliers.

Natural events and site incidents

After a flood, storm, earthquake, outage or site incident (when mobile networks are available), follow up with staff across every site and shift.

In the days that follow

People can feel the effects for days or weeks. Follow-up check-ins help you keep support going.

Part of your plan, not your alarm. Custom SMS check-ins support staff wellbeing and follow-up. They don't replace emergency services, lockdown alarms or emergency alerts. It is not an emergency service.

Start your free pilot or book a demonstration

Kevin McAfee · Founder & Managing Director, WellbeingSolutions

hello@wellbeingsolutions.co
wellbeingsolutions.co

The free 2-week pilot covers Custom SMS check-ins and AI-4U only. Not an emergency service.

AFTER TRIAGE

WHAT HAPPENS AFTER SOMEONE REPLIES "NO"

Every reply is triaged. Here is what happens next, step by step.

1. **Check-in sent**
   The business writes its own check-in text and sends it to staff.

2. **Instant reply and triage**
   When someone replies 'No', the system sends a warm reply straight away and flags them for support.

3. **Professional support notified**
   The business's professional support or EAP gets an email with the person's name, mobile number, the question asked and their answer.

4. **The full story, in confidence**
   Support signs in and opens the person's profile to see their history.

5. **A conversation that captures what matters**
   Support records the call in the contact section, with the person's name if they agree or anonymously if not.

6. **A clear plan**
   Support creates a support action with guidance for the person and books a follow-up call.

7. **No one falls through the cracks**
   If a follow-up isn't updated in time, the system escalates and alerts the business admin to assign someone else. The admin is only told the callback is overdue, never the person's details.

50% off year 1 on the 3-year agreement. Offer ends 11:59pm NZDT, Tuesday 15 December 2026.

Start with a free 2-week pilot: **wellbeingsolutions.co/pilot**

hello@wellbeingsolutions.co · www.wellbeingsolutions.co

WellbeingSolutions can support you to identify and manage psychosocial risks, part of your duty under the Health and Safety at Work Act 2015. Not an emergency service. Photos are illustrative.