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Introducing the OHF Workplace Health and Performance Ecosystem

Dear Executive Leader,

Leading a large workforce means carrying responsibility for the health, safety and performance of a great many people – often with limited time, tight budgets and a growing psychosocial compliance burden. It is a genuinely hard challenge, and it is one we would like to help you solve, together. The attached executive briefing outlines the **OHF Workplace Health and Performance Ecosystem**: a medically led, site-based system designed to strengthen the health and performance of your people with minimum interruption to operations and maximum return through individual agency.

Many people remain at work while their health, recovery and functional capacity are gradually declining. They are not yet injured or absent, but they are no longer operating at their best. This “missing middle” is where early, proportionate action can protect capability before preventable decline becomes illness, injury, absence or loss of experienced people.

The two briefing pages that follow make both the concept and the proposed response clear. The first explains the Workforce Health Trajectory – the three-cohort framework OHF uses to understand people who are healthy and performing well, people whose health is declining while they remain at work, and people who are injured, unwell or off work. The second outlines the practical per-site solution we would like to discuss with you.

Led medically by Dr Ash Wallin, a general practitioner in lifestyle and metabolic medicine, the Ecosystem turns that insight into a simple, scalable response:

- **Measure what matters.** An InBody 580 body composition analyser, supplied, installed and maintained at your site, gives every employee a clear view of body composition, muscle mass, body fat and visceral fat, with private, individual-controlled data.
- **Understand and act** Twelve months of access for all staff to AI Health Coach by the Optimise Health Foundation, a 24/7 health education app, and to Step Zero Health Literacy Membership, which includes the OHF online health literacy portal with evidence-based modules taught by Dr Wallin.
- **Three 10-Day Health Enhancement Programs.** For up to 100 of your people: one day of face-to-face training, nine days of micro-learning, and 12 months of ongoing support through Step Zero Health Literacy Membership.
- **Fully measurable.** Every employee can take a baseline InBody measurement and re-measure as often as they like, and you receive aggregate, de-identified results – so you can see how much the program is working and what effect it is having across your workforce.

Where more intensive support is required, OHF also offers Return to Work Programs for people who are injured, unwell or experiencing a stalled return. This is not a generic wellness campaign. It is a structured workplace health and performance ecosystem that sits alongside your existing safety, health, people and rehabilitation systems, with onsite and on-demand access and bite-sized learning, so it fits operational realities without materially disrupting your operations.

Our approach is informed by a deliberately uncommon combination of experience. Dr Ash Wallin brings general practice, lifestyle and metabolic medicine, together with service as a former Navy GP and Defence pilot. Don McKay brings 39 years of policing experience, the majority leading specialist teams in high demand roles, alongside health and performance coaching and a master's degree in resilience and performance strategies.

For executives, the opportunity is a healthier, more capable and more engaged workforce, with the potential to reduce avoidable absence, injury costs, replacement pressure and loss of experience. For regulators and workforce representatives, the Ecosystem offers a transparent and proportionate framework that builds health literacy and individual agency while reinforcing – not replacing – the organisation's broader duties, controls and consultation arrangements.

We would welcome the opportunity to meet with you, understand your workforce and operational context, and work with you to explore how the OHF Workplace Health and Performance Ecosystem could be piloted at a site or adapted across your organisation.

Yours sincerely,

Dr Ash Wallin FRACGP
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Director | Health and Performance Coach
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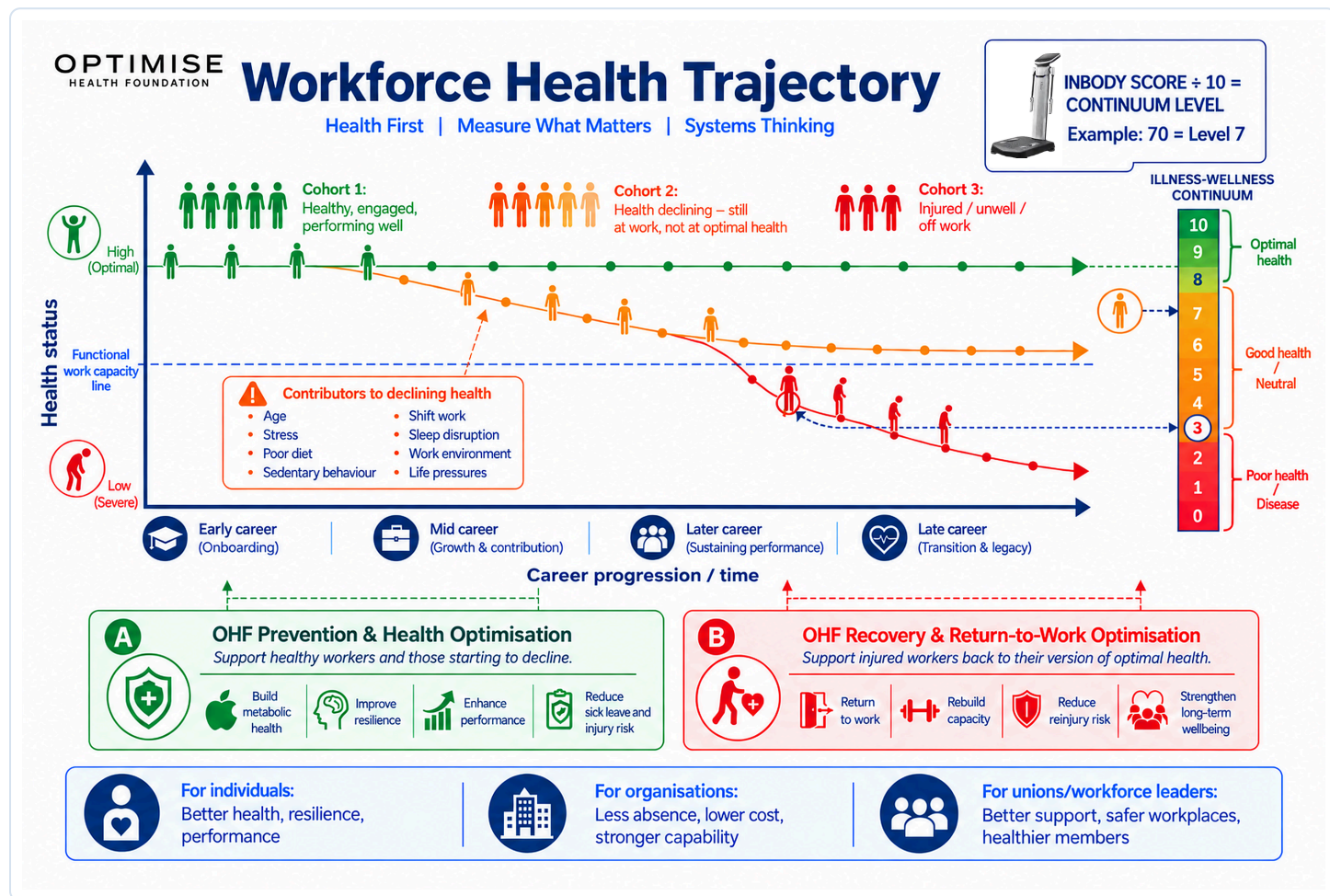
We are excited to support your organisation to enhance the health and performance of your people – email us at contact@ohf.org.au today.

Why the Workforce Health Trajectory Matters

A HEALTHIER WORKFORCE BUILDS STRONGER ORGANISATIONS AND SUSTAINED HIGH PERFORMANCE

Executive summary

The Workforce Health Trajectory provides a practical lens for understanding workforce health over time, particularly the strategic importance of the middle group – people who are still at work but trending away from optimal health. For any organisation, understanding this trajectory creates a clear opportunity to support people to stay in, or move back toward, the green cohort before health decline becomes injury, lost capability or absence.



Reading the continuum: InBody Score ÷ 10 = continuum level. A person scoring 70 sits at Level 7 – the orange Cohort 2 figure – in the good health / neutral band. The level is an education guide to direction, not a diagnosis.

What the trajectory shows

- Cohort 1 – Healthy, engaged, performing well**
People with good physical and mental health who are contributing at their best.
- Cohort 2 – Health declining, still at work**
People experiencing a gradual decline in health and function, but who remain in the workforce.
- Cohort 3 – Injured, unwell or off work**
People whose health has deteriorated to the point of injury, significant illness or absence from work.

Why this matters

- Reliable human capacity**
Safety, productivity and operational continuity rely on reliable physical and cognitive capacity.
- Decline is quiet**
Health often deteriorates gradually, with early signs easy to miss in demanding environments.
- The missing middle**
Many people in Cohort 2 are still at work, but no longer at their best.

Business opportunity

- Protect productive capacity**
Support people earlier.
- Reduce injury and absenteeism**
Address risk factors before they escalate.
- Retain experienced people**
Capture more value from their expertise.
- Lower recruitment and retraining burden**
Keep capability in the organisation longer.

The best time to act is while people are still in Cohorts 1 and 2.

Early health enhancement is more practical and less disruptive than waiting for injury or illness to take people off work.

OHF Workplace Health and Performance Ecosystem

ONE DEVICE TO MEASURE. ONE APP TO UNDERSTAND. TWELVE MONTHS OF SUPPORT TO ACT.



1
MEASURE

InBody 580 body composition analyser
A professional scan in about 30 seconds – skeletal muscle, body fat and visceral fat. Available to every employee on site, with a QR code beside the device that opens AI Health Coach by OHF.

2
UNDERSTAND

AI Health Coach by OHF
An **AI-powered metabolic health education app**, with 12 months of access for all staff. It explains each InBody result in plain language and recommends practical, personalised actions to improve that person's health trajectory – moving them towards the green, healthy stream.

3
ACT

Step Zero Health Literacy Membership
Twelve months of membership for all staff, which includes the OHF online health literacy portal – evidence-based modules taught by Dr Ash Wallin, an experienced GP in metabolic health optimisation. The modules give people the health literacy to act on their AI Health Coach by OHF plan across nutrition, sleep, movement and stress – with unlimited re-measurement on site to track direction.

Included: three 10-Day Health Enhancement Programs for up to 100 people

Day 1 – Face-to-face training
InBody scan, Continuous Glucose Monitor education, understanding metabolic health and a personalised 10-day action plan.

Days 2–10 – Micro-learning
Nine days of short daily lessons, behaviour prompts and check-ins across nutrition, sleep, movement and stress.

12 months – Ongoing support
Twelve months of Step Zero Health Literacy Membership, including the online health literacy portal and Ask a GP questions answered by Dr Wallin.

Cairns pilot (May–June 2026; 31 respondents): 97% rated the program very or extremely valuable. Self-reported service-evaluation results; no control group.

Why this works in your workplace

- ✓ **Minimal disruption to operations**
Self-directed and on demand, with just one face-to-face day per program participant.
- ✓ **Education, not diagnosis or treatment**
AI Health Coach by OHF provides health education and lifestyle information that complements, not replaces, clinical and occupational health care.
- ✓ **Clear safety signage**
Signage advises people with a pacemaker or other implanted electronic medical device not to use the InBody 580, in line with manufacturer guidance.
- ✓ **Private, individual-controlled data**
Staff own their data; employers receive only de-identified, aggregate results.
- ✓ **Fully measurable**
Executives see aggregate, de-identified results showing how much the program is working and what effect it is having.
- ✓ **Works alongside existing systems**
Supports, not replaces, site risk management, consultation and control processes.

ANNUAL LICENCE AND MEMBERSHIP

\$99,500 + GST
PER SITE PER YEAR

- ✓ Up to 500 employees included – over 500 by negotiation
- ✓ AI Health Coach by OHF and Step Zero Health Literacy Membership with online health literacy portal
- ✓ Three 10-Day Health Enhancement Programs for up to 100 people
- ✓ InBody 580 supplied, installed and maintained

Multi-site implementation can be discussed separately.

Interested in exploring this for your workforce?

Contact Dr Ash Wallin or Don McKay at contact@ohf.org.au to discuss how the OHF Workplace Health and Performance Ecosystem could be implemented across your site or organisation.