

Actevate

Protecting your people,  
profits & growth.



Capability Statement

End-to-end workplace health  
and wellbeing solutions.





A leading, Australian-owned workplace risk partner safeguarding businesses against the compounding costs of claims through preventative strategies and expert rehabilitation management.



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# A leadership perspective on workforce risk in 2026.

In 2026, Australian workplaces are navigating a complex cocktail of safety expectations, increasing regulatory scrutiny and macro-economic pressure.

Workforce wellbeing has become central to how Australian organisations operate. Not only from a cultural perspective, but increasingly from a regulatory and business performance standpoint.

Work-related injuries continue to cost Australian employers billions of dollars every year through lost productivity, absenteeism, workforce disruption, rising compensation costs and talent attrition.

As workplace demands continue to evolve, leading organisations are recognising that protecting workforce wellbeing is no longer separate from protecting organisational performance. Building a resilient workplace is a precursor to sustainable growth.

Actevate partners with organisations to confidently navigate the evolving risk landscape through an integrated delivery model spanning compliance, injury and claims management, rehabilitation, and a host of services from pre-employment risk screening to mental health training.

You shouldn't have to choose between a productive workforce and a healthy one. We provide the toolkit to defend your culture against the modern pressures of the Australian workplace so your team continues to build resilience and mitigate risk.

A sustainable bottom line cannot be achieved without sustainable workforce.



**Rob Migliore**  
Founder & Managing Director  
Actevate



# About Actevate

At Actevate, We challenge the accepted norms of illness and injury prevention.

We believe that lasting wellbeing starts by identifying the problem behind the problem to create systemic change. That means digging deeper than the surface symptoms to understand the mechanics of your organisation and the human experiences within it.

As Australia's preferred partner for integrated workplace health, we exist to identify blindspots and manage employment risks throughout the lifecycle of a worker's tenure in your organisation.

Our dedicated team of clinicians, consultants and workplace specialists bring together deep local insight and broad industry experience. We are in your corner with the depth of expertise needed to support every stage of workplace health and recovery.

With over 20 years of experience in workplace health, wellbeing and workforce risk, Actevate has built a breadth of knowledge and proven impact across sectors, allowing us to understand complex workplace challenges and respond with strategies that are both practical and effective.



20+

Years in Operation

88%

Return-to-Work Rate

2.4

Average EAP sessions  
per participant

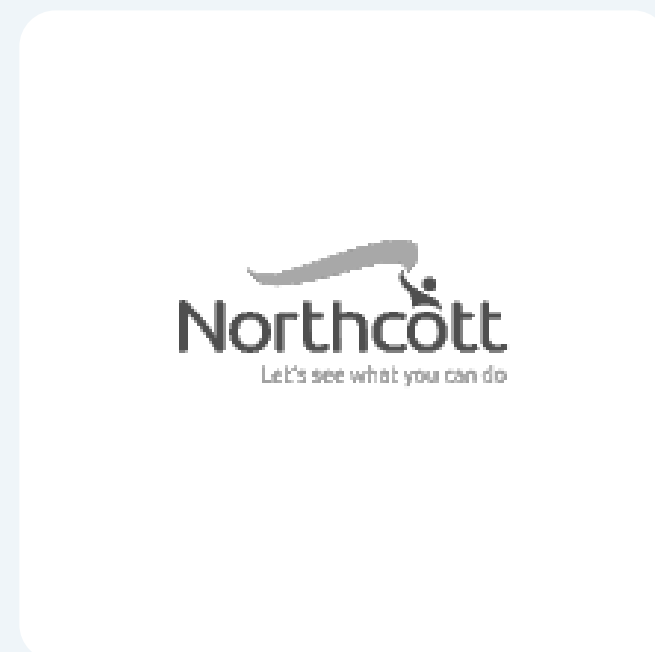
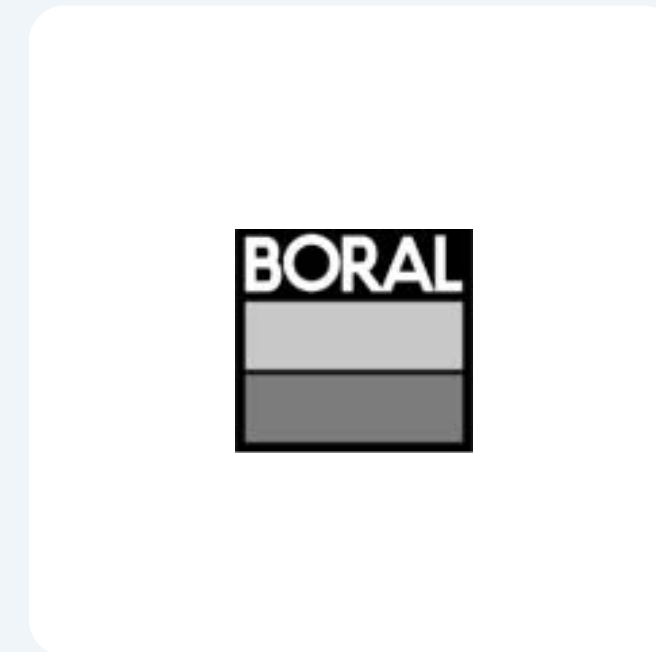
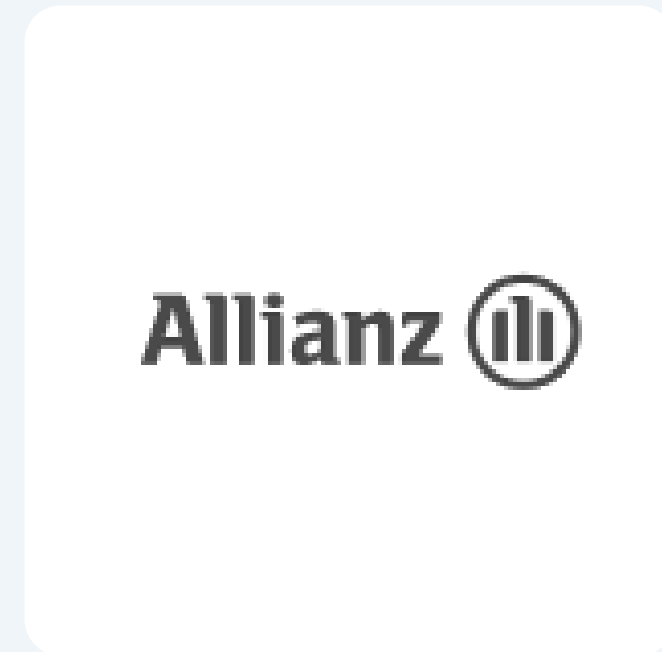
**Approximately 1 in 28  
Australian workers (3.5%)  
experience a work-related  
injury or illness each year.**

When a workplace injury occurs, a delayed response hurts both your people and your bottom line. Nationwide, a staggering 35% of workers fail to return within the critical four-week window. We eliminate this vulnerability by intervening early and prioritising the person, not just the process.

By supporting your employees' physical and psychological recovery, we are proud to deliver an 88% successful return to work outcome that significantly reduces your overall cost of claims.



# We have partnered with Australia's leading companies to prioritise workplace health & wellbeing.



# We are **experts** in what we do *(and the way we deliver it)*

## 01.

### **Custom workplace health and safety strategies informed by real insights.**

Your organisation deserves more than a one-size-fits-all approach to employee wellbeing and injury management.

We tailor every strategy to your organisation's size, industry, and risk profile. Coupling this with your organisational values empowers you to mitigate risk in the most innovative and efficient way possible.

## 02.

### **Integrated suite of services that work together for measurable impact and ROI.**

No workplace health or safety solution should operate in a silo.

Our team work across all of our services. This cross-service delivery means every solution is integrated across your workforce, aligning risk prevention, wellbeing, and recovery initiatives so your people are protected across every stage of employment.

## 03.

### **Transparent progress you can track.**

Our reporting and insights give you a clear view of program outcomes, allowing you to monitor improvements and return on wellness.

By making outcomes visible, we help you make data-driven workplace decisions and continuously improve your workplace health strategy for lasting results.

## 04.

### **Partners in workforce resilience.**

We work alongside management and employees as extension of your team.

We embed a culture of responsibility, resilience and proactive health, helping your organisation respond to challenges effectively while fostering long-term employee wellbeing and retention.

# Our ecosystem of services.

People's wellbeing is the heartbeat of everything we do. We work across the end-to-end employee lifecycle to identify and mitigate risk, foster resilient teams, and create workplaces where psychological safety is a priority. This philosophy underpins every service we deliver.

Go to Services




Did you know?

48%

**"Organisations with strong safety cultures report 48% fewer incidents and significantly lower staff turnover."**

# Occupational Rehabilitation Services

Request Details 

## Case Management

Actevate can act as your specialist mediator, supporting your injured employee and immediate supervisor. Our worksite evaluation ensures that duties are appropriate for addressing barriers that will fast-track the return-to-work process. We act as your “eyes and ears” making sure that progress is outcome-driven.

## Functional Assessment

Actevate helps employers identify whether an employee is able to meet the inherent requirements of a particular role by assessing functional performance.

## Earning Capacity Assessments

We specialise in providing earning-capacity evaluations for workers who have incapacity to return to their pre-injury employment. The earning-capacity assessment is a combination of a functional and vocational assessment completed by specialists who can identify the relationship between one’s work capacity matched to the open labour market.

## Medical Case Conference

Our allied health specialists represent you by identifying the physical requirements of the worker’s role. We work with your employee, the doctor and the treating healthcare professionals to boost timeframes and prognosis for speedy and safe return to work.

## Workplace Assessments

We carry out a specialised risk assessment to determine the barriers preventing a full return to work and provide recommendations that overcome the presenting issues.

## Duties Registers

Actevate duties registers provide organisations with valuable risk-management tools as they assist with the identification of repetitive tasks or those with high-manual handling requirements, allowing for workflow modification and reduction in lost-time injuries.



**"We have thoroughly enjoyed working with Actevate who have always been willing to accommodate our every request and provide us tailored with solutions for our injured workers, especially in hard to get to places such as our central west region"**

*Daniel Manoukian,  
Injury Management Lead - People and Culture  
BaptistCare*

# 95% of injured workers undertaking Actevate's treatment programs upgraded in capacity.

- With more than **20 years of experience**, we provide expert guidance through the complex workers' compensation landscape to reduce liabilities and premiums.
- We maintain a rigorous understanding of the **latest WHS/OHS legislation**, ensuring your safety systems meet all current regulatory requirements.
- We provide end-to-end workplace health strategies that are **bespoke to your industry** and business size, from small teams to large national organisations.
- Our consultants utilise **evidence-based research** and advanced tools to accurately identify and mitigate psychosocial and people-based risks.
- Our specialized Return to Work (RTW) services focus on **reducing both the cost of claims** and the duration of work loss.
- We manage the recovery process by ensuring all stakeholders are **actively consulted and coordinated** during the return-to-work journey.

# Injury Prevention Services

Request Details



## Ergonomic Assessmentsent

A 45-minute assessment of the workstation and environment, designed to ensure employers maintain their duty of care pursuant to the Workplace Health and Safety legislation.

## Manual Handling Training

Our multidisciplinary specialised trainers deliver manual handling training packages for all industry types. We know that every workplace is unique and that your environment presents different risk profiles, that is why we pride ourselves on undertaking a pre-training task analysis and job description benchmarking.

## Pre-Employment Screening

Actevate's unique two-step approach to pre-employment medical and WHS screening combines an online questionnaire exploring physical, psychological and medical history risk screening, followed by an optional face-to-face assessment completed by Actevate's team of experienced and accredited Allied Health Professionals.

## Stretch and Flex Program

Our Flex and Strength Program delivers structured movement routines tailored explicitly for high-demand labour and construction environments. By physically conditioning workers before their shifts, we help companies drastically lower soft-tissue injury rates. This proactive approach improves daily on-site productivity.

## Train the Trainer

A 3-hour train the trainer workshop designed to empower participants to establish and deliver their own basic functions of ergonomics instruction.

## Audiometry Screening

Our professional audiometry screening tracks hearing thresholds across multiple frequencies to catch early signs of occupational hearing damage. Under the Model WHS Regulations, any PCBU must provide and pay for regular hearing tests if their workers frequently use PPE to manage noise above the national standard.

# Injury Prevention Services Cont.

[Request Details](#) →

## Leadership Development Programs

Our actionable, evidence-based programs are designed to upskill leadership at all levels. Our custom training modules focus on the core competencies required of modern leaders to unlock their full potential and drive long-term organisational success.

## Psychometric Testing

Our Psychometric Testing module lets you deploy rapid, online behavioral assessments directly to candidates with a single click. By measuring cognitive processing, we eliminate hiring bias to identify how potential candidates manage modern workplace stress and pressure.

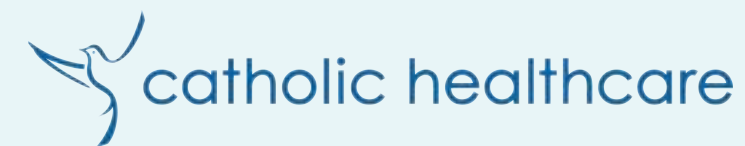
## WHS/OHS Incident Management

We help with incident investigation and root cause analysis to provide timely advice and support from the moment a workplace injury occurs. We help employers stay on top of all administrative requirements, and ensure employees feel supported.



*“At 3M, Manual Handling is a significant risk for injury. We have worked closely with Actevate over the last 5 years to tailor innovative injury prevention solutions. This has contributed to having zero LTI’s for over 2 years. Actevate trainers are both knowledgeable and engaging, which enables our sessions to be interactive, informative and fun.”*

*Daniel La Greca  
Distribution Centre Manager, 3M*



**"The pre-employment and recruitment risk workshop was a huge success. I have received very positive feedback from the recruitment team! Your example of asking how active someone is by instead asking how many steps they take is a great example. We loved learning how we can we train the specialists to confidently ask the sensitive questions. We especially loved your example where medical information could be included in their contract."**

***Julie Park,***

*Injury Management Specialist | Human Resources*

*Catholic Healthcare*

77%

STRETCH AND FLEXERS  
AGREED THAT THE  
PROGRAM REDUCES  
THEIR INJURY RISK\*



## MEET YOUR HIGHEST 'AT RISK' WORKER

Pete

More than 42  
Years old

Poor manual  
handling technique

Completed  
generic medical

Previous compensable  
back injury

Manual occupational  
history

History of anxiety  
and depression

Record of absenteeism  
and conduct issues

*Source: Actevate Study 2026*

# Mindgain: Counseling Services

[Request Details](#) →

## Employee Assistance Program (EAP)

Actevate's EAP service provides confidential, short-term counseling and advice for staff. It can be face-to-face or phone counseling with the aim to identify 'red flags' and prevent major grievance, physical or psychological claims.

## Managers Assist Program (MAP)

This service provides confidential, short-term guidance and advice for managers to assist them in successfully negotiating difficult or important decision making, supervision or employee engagement challenges. MAP can be utilised for personal or work-related issues.

## Critical Incident Services

Critical Incident Management aims to help workers deal with the advent of physical and emotional reactions that may result from involvement in or exposure to critical incidents in the workplace.

## Stay at Work

Our Stay at Work Service sets out to assess the barriers that impact a staff member's working capability and define strategies to support and maintain an appropriate level of work capacity. Actevate collaborates with all stakeholders associated with the worker to achieve sustainable work productivity.



# Mindgain: Mental Health Training

Request Details 

## Mental Health First Aid

This accredited training is designed for participants to learn about the signs and symptoms of common and disabling mental health conditions. This training instructs you on where and how to get professional help; what sort of help has been shown by research to be effective, and how to provide mental health first aid in a crisis situation.

## Mental Health Awareness

The course is designed introduce employees to mental health concepts within a workplace environment and gain a deeper understanding of the prevalence, signs and symptoms of common mental health issues. Tools are provided to enable workers to self-regulate and support co-workers to maintain mental wellbeing.

## Manager Training

Our training is designed to empower managers and supervisors to recognise challenging situations and implement strategies to prevent these matters from escalating. This interactive workshop incorporates case study and role play examples to develop situational awareness and promote proactive management.

## Resilience Training

Actevate's unique values-based resilience training is designed to provide insight into one's emotional resilience and provide practical strategies for application to develop resilience. Resilient staff create a more cohesive workplace that experiences less stress and greater productivity.

## Foundation & Community Building

Your company values underpin the nature of our intervention through an exploration of these pillars via a foundation-building program. In order to build this program with you, we work within the framework of your core values so that an enduring legacy is built around these principles.



*"Actevate's mental health training for Managers and Team Members, conducted throughout the year was informative, comprehensive and practical. All of our attendees supplied fantastic feedback"*

*Deborah Carew Manager  
WHS  
Blacktown City Council*

•  
**Don't wait for an inspector to find safety gaps in your organisation, let us find them first.**

# Ready to build your resilient workforce?

Email us



Book a call



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[www.actevate.com.au](http://www.actevate.com.au)

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