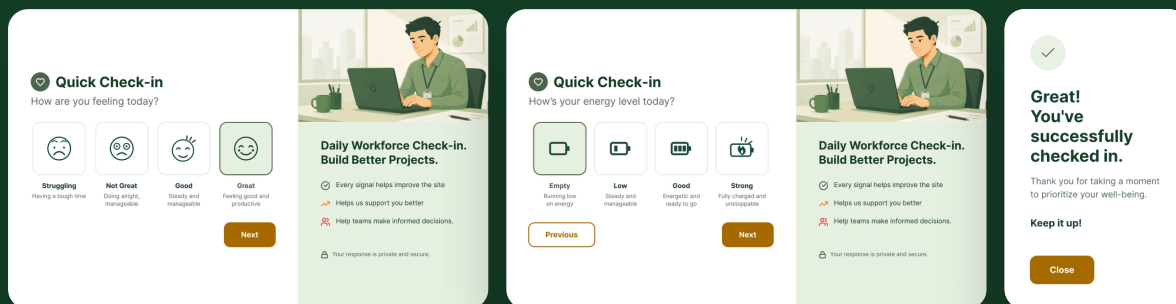


WORKFORCE OPERATIONAL INTELLIGENCE FOR CONSTRUCTION

The workforce layer your project technology doesn't cover.

WatchWell connects how the workforce is tracking with how the project is tracking, across your direct employees and your subcontractors, and turns both into operational intelligence leaders can act on.



1 · Feeling

2 · Energy

3 · Done

The daily check-in: three taps, about thirty seconds, on any phone.

01

Visibility

See how crews are tracking across your direct workforce and subcontractors, project by project.

02

Intelligence

Signals become the Workforce Pressure Index, early warnings and plain-English insights.

03

Evidence

Every signal, recommendation and response lands in a timestamped Compliance Trail.



From a thirty-second check-in to evidence you can stand behind.

01

Signal

A three-tap daily check-in, plus onboarding baselines.

02

Index

Aggregated into the Workforce Pressure Index, 0–100.

03

Insight

Patterns and early warnings, by project and crew.

04

Action

A planned response to each trigger. A person decides.

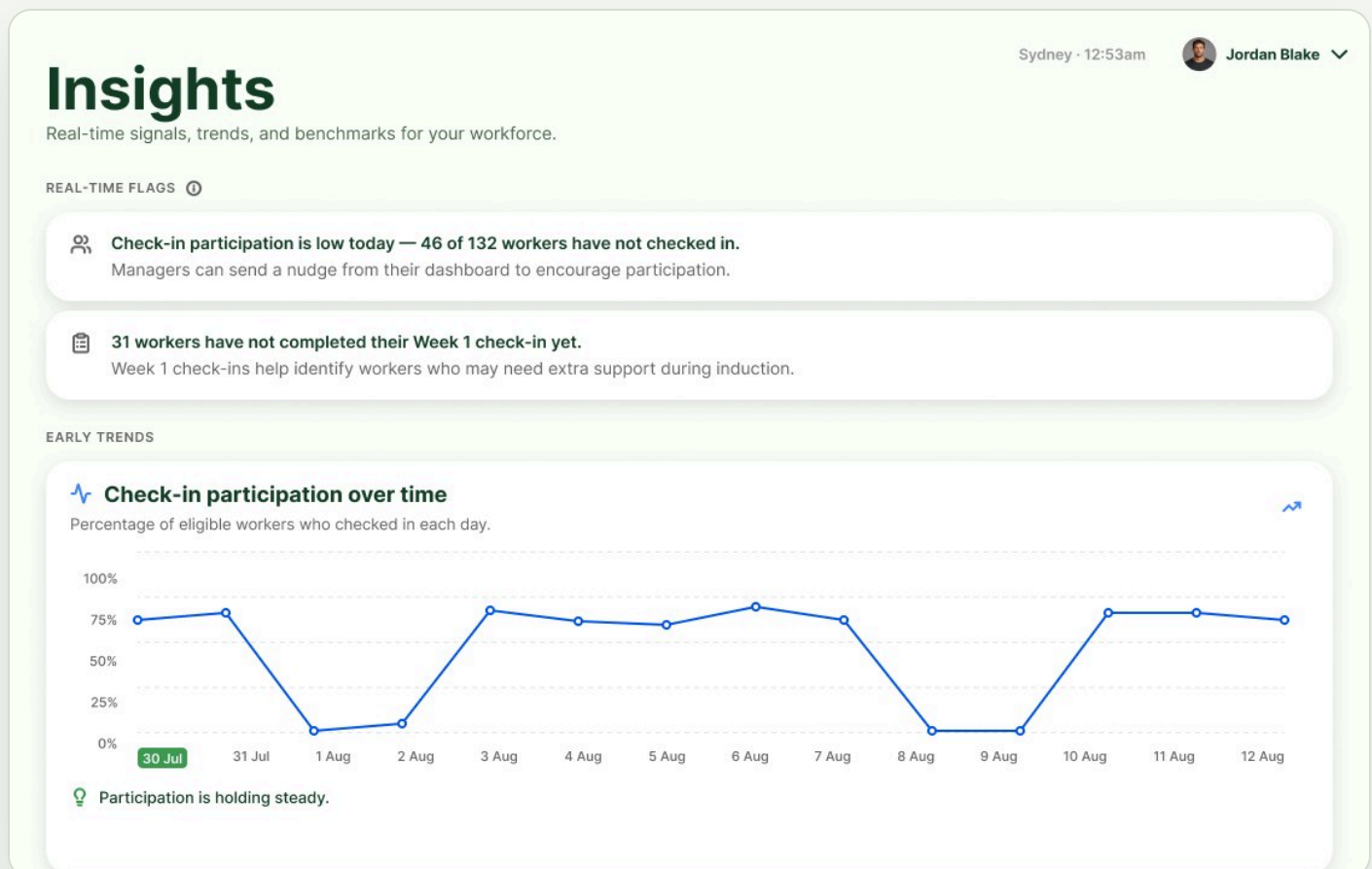
05

Evidence

The same crews' index shows whether pressure eased.

IDENTIFY THE IMPACT

REVIEW THE SOLUTION



Insights. Real-time flags and participation trends, so leaders see where to look first. Screens show illustrative demo data.

30 sec

A daily sign-in for every worker. Three taps on a phone, not an assessment.

0–100

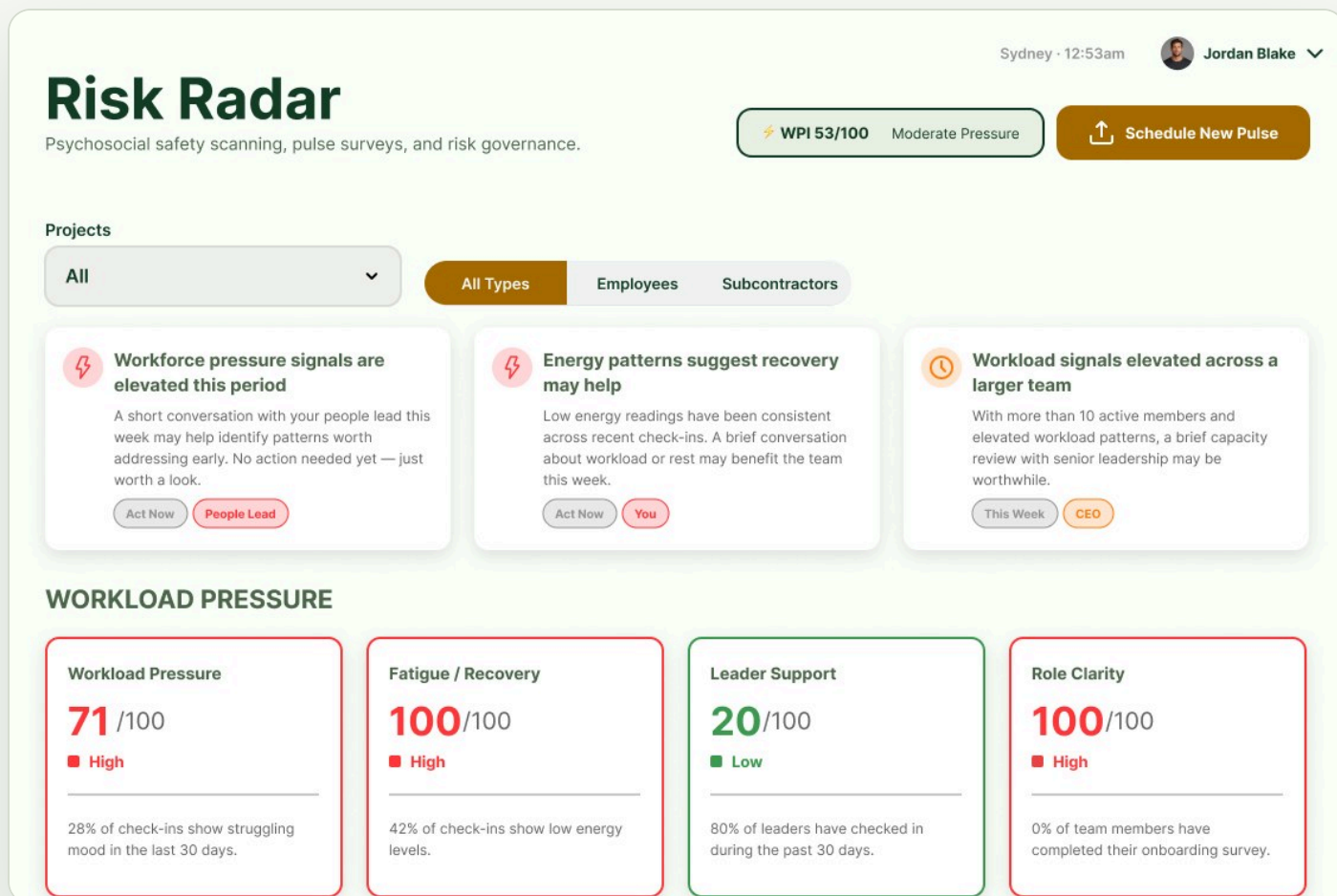
Workforce Pressure Index. Green below 50, amber 50–69, red 70 and above.

5+

The smallest group a leader ever sees. Never an individual.



Early warning, in the language of the programme.



Risk Radar. Pressure by hazard category, filtered by project, employees or subcontractors, with a suggested next conversation for each signal. Screens show illustrative demo data.

Risk Radar

Continuous early warning across psychosocial hazard categories, between periodic risk assessments.

Recommendations

Each trigger has a planned response, routed to the right person at the right level. A leader always decides.

Compliance Trail

A timestamped, append-only record of what was seen, what was done and when. Helps show how psychosocial risk is managed.

Leadership reporting

A printable Leadership Snapshot of workforce health, participation and the three focus areas for the period.



Every crew on site, from day one.

Most workforce tools stop at the payroll line. On a construction site, a large part of the workforce is subcontracted, so WatchWell brings them in from the start.

- 1 **Set up once.** A subcontractor admin adds their company and crew, one at a time or by CSV, and it carries across WatchWell projects.
- 2 **Check in like everyone else.** The same thirty-second daily check-in, so the principal contractor sees one picture of the site.
- 3 **Roll-ups, never names.** Admins see completion rates and follow-up requests, never an individual worker's check-in.

Get site ready checklist

Complete each step to get your company and team ready for this project.

1 Set up your company

Company name

ABN

Key contact

Preferred contact method

2 Add your team

Worker names

Emails / mobile numbers

Roles / trades

Languages

Tickets & skills (if available)

3 Prepare required documents

Coming soon

Public Liability Insurance

Workers Compensation

SWMS

EHS / OHS Policy

Trade licences & certifications

Exact requirements may vary by project.

4 Daily check-in

Workers will be prompted to check in once added

Mood & energy stays private unless follow-up is requested

5 Site requirements

Coming soon

Site rules and safety briefings

Project-specific requirements coming soon

Add your team

Close

PRIVACY BY DESIGN

Privacy is a rule in the product, not a promise in a policy.

Leaders see groups of five or more, never an individual (eight or more for emotional intelligence data). Below that floor WatchWell reports nothing, rather than a number that could mislead or identify someone.

WITHOUT A PRIVACY FLOOR

"Severe pressure"

Three check-ins from a ten-person crew produce a score that reads like a crisis, and could point to the individuals behind it.

WHAT WATCHWELL SHOWS

Not reported

Too few people to report safely. No score, no trend, and a plain next step: lift participation and the read comes back.

Withheld values show as nothing, never as zero. A zero would say "nobody here is struggling", which is worse than saying nothing at all.



Built from twenty years on Australian sites.

Founder David Montgomery has spent more than twenty years servicing Tier 1 builders and major projects through Scaffad, Spike Design and Baaka. Working alongside site teams, he kept seeing the same pressures go unseen until they showed up in the programme. WatchWell is his answer: an industry that is already improving, given the visibility to keep improving.

David Montgomery
Founder

Shalil Sant
Chief Technology Officer

Jong Chung
Chief Financial Officer and co-founder

SPECIALIST PARTNERS

**Emotional intelligence
assessment**

**Psychosocial risk
assessment**

**Emotional intelligence
coaching**

**Mental Health First
Aid training**

Delivered with established specialist providers. Platform integration is in development.

WHERE WE ARE TODAY

Platform	Designed and demonstrable. The enterprise build is under way with our delivery partner, and first client deployments follow it.
Pipeline	Active commercial discussions with one Tier 1 builder and several Tier 2 principal contractors.
Fit	Designed to sit alongside your existing project systems, not replace them.

WHY NOW

12%

of serious workers' compensation claims are mental health conditions.
Safe Work Australia, 2025

35.7 wks

median time off work for those claims.
Safe Work Australia, 2025

Every

state and territory now regulates psychosocial hazards at work.
In force from 1 December 2025

About WatchWell's recommendations

WatchWell aggregates signals from check-ins, assessments, training engagement, and completion data to surface patterns that may otherwise go unseen. The recommendations and insights produced are directional, not clinical or scientific. They are designed to give leaders a better picture of team and individual engagement, and to prompt human judgment — not to replace it.



Let's talk about a pilot on your next project.

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