

## Frequently Asked Questions

### Momentum Mental Health 4 Day Working Week Trial, August 2022 - March 2023



### **What is the 4 Day Working Week?**

The 4 Day Working Week is founded on the belief that businesses can increase productivity by reducing working hours and by working smarter.

The approach Momentum Mental Health will be trialling is the “100:80:100” model – which means employees will receive 100 percent of their pay while working 80 percent of their contracted hours, in exchange for a commitment to maintain at least 100 percent productivity.

### **Why is Momentum Mental Health trialling the 4 Day Working Week?**

Adopting a 4 Day Working Week is a business improvement strategy centred on working smarter rather than longer, with significant investment in the wellbeing of the most important asset to any organisation – people.

Over the past six months we have been working closely with expert mentors who originally researched and then implemented “The 4-day Week” at New Zealand finance company Perpetual Guardian. This process has enabled us to fully understand the productivity and wellbeing benefits that the 4 Day Working Week could have for our employees, our members and the community.

Our decision to take part in the 4 Day Working Week pilot is based on a whole host of positive benefits that arise from shortening the working week, and will see improvements in the wellbeing of our employees in the first instance, and our members and partners by extension.

### **Does this affect our operating hours?**

No. Opening hours remain as normal, we will still be available to members five days a week, from 9am-4pm.



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## Is this going to make it harder for me to reach you?

Not at all, the achievement of productivity gains is critical to our decision to enlist in the 4 Day Working Week trial. We will still be operating our excellent service five days a week.

If you are a member who is wanting to contact your Wellbeing Coach, you will have the opportunity to book an appointment for a chat or 1:1 session as per usual. We work on a calendar system and can book you in for an appointment with your coach when they have an opening.

## What happens at the end of the trial?

As this is very much a trial there are three things that could happen at the end of the six-month pilot. Either we extend the trial, adopt the 4 Day Working Week permanently or revert to five days a week. A successful result is dependent on maintaining or improving productivity and customer service as well as the improved wellbeing of our employees.

## Who is coordinating the trial?

Our four-day week pilot is coordinated by **4 Day Week Global**, a not-for-profit community established by Andrew Barnes and Charlotte Lockhart who created the platform for people who are interested in supporting the idea of the 4 Day Working Week as the future way of work.

## How is productivity measured?

Researchers from **4 Day Week Global** are working with us to track relevant productivity metrics. We also have a mentor assigned to us, who will assist us to measure individual and group productivity throughout the trial. Key measures include our Member Service Metrics, Outreach Targets, Fundraising Goals and the Health and Wellbeing of our employees.



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## What support are we receiving as part of the 4 Day Week Global pilot programme?

By participating in the 4 Day Week Global pilot, we will receive:

- Workshops: delivered by **4 Day Week Global**, and other companies and organisations that have already successfully implemented a four-day week.
- Mentoring: from **4 Day Week Global** and their network of accredited 4 Day Week Employers. We will be matched with a mentor that best supports our unique situation.
- Networking opportunities: with other Australian and New Zealand participants in the pilot programme. This community acts as a peer-support network to share lessons and experiences.
- Wellbeing and Productivity Assessment: by a team of world-class academics, as part of a global research project. Researchers will work with us to establish relevant productivity and worker wellbeing metrics and help us define what success looks like. These metrics will be monitored throughout the trial through participant surveys.

### Questions:

If you have any other questions, feel free to drop us an email at [admin@momentummentalhealth.com.au](mailto:admin@momentummentalhealth.com.au) and a member of the team will be happy to respond.

### About Momentum Mental Health...

Momentum Mental Health is a community mental wellbeing organisation that provides one-to-one and group coaching support to people who want to work on their mental health and wellbeing.

People do not need a diagnosis to access Momentum services, nor is there any fee for service\*. This is something that sets us apart from others in the sector.

We believe, that if someone has the courage to put their hand up and ask for help with their mental health and wellbeing, we want to wholeheartedly welcome them to our service, partner with them to set goals, celebrate when they achieve them and help them move from languishing to flourishing wellbeing.

We have partnered with The Royal Melbourne Hospital to deliver their evidence based '**5 Ways to Wellbeing**' program. This program introduces people to five simple and effective ways to improve their psychological and emotional health that are based on extensive international research. A healthy mind is just as important as a healthy body for overall wellbeing. Like physical fitness, people can strengthen their psychological health in lots of small day-to-day ways.

\*with the exception of NDIS registered members



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