



Success stories

Focus on systems and  
people deliver growth

Red Earth Health Solutions  
Pty Ltd (REHS)



“Stronger board governance has made the management team more accountable, focused and aligned”, Jen Pearce, Director REHS.

Outcome

Over the past year, REHS has focused on expanding the range of occupational health services they supply to clients, doubling their revenue and moving and doubling the size of its premises.

The Entrepreneurs' Programme has helped REHS institute stronger board governance, moving from ad-hoc, generally quarterly, board meetings to regular monthly board meetings and making the management team more accountable, focused and aligned.

“The support of our Growth Facilitator, Bill Sashegyi, has also been an important motivating factor, allowing for reflection on progress and helping to crystallise decision making”, Jen Pearce.

Systems and processes

Operations workflow has been reviewed and streamlined, enabling expansion of work with major mining companies with rigorous compliance standards.

Job management and accounting systems are fully integrated and digital systems are in place for rostering/mobilisation, workforce compliance management and customer relationship management.

The workforce compliance management system mitigates what would otherwise be one of the key risks to the business. Jen Pearce says she has far greater peace of mind knowing her staff have independently verified qualifications and current training certifications.

Digital systems help underpin REHS' integrated health & safety and quality management system. REHS is aiming for third party certification in April 2022, the first audit finding REHS' implementation of its job management, workforce compliance management and knowledge management systems to be best practice.

Implementing third party certification has also reinforced to REHS' workforce the importance of the processes and procedures that are in place.

High performing team

REHS has implemented upskilling programs for current staff, commenced a graduate program 'Transition to Occupational Health Nursing' and implemented a new on boarding process.

Personal and organisational objectives have been aligned through KPI's, well managed human resource performance and an incentive scheme.

“The Entrepreneurs' Programme has helped us to deliver on our passion for partnering with industry to improve health outcomes”, Sue Steele REHS Director.