

EML Group Learning - 2024 Course List



WORKERS COMPENSATION	HEALTH, SAFETY AND WELLBEING		MENTAL HEALTH
SA Income Support	(Mis)behave with Dave	Introduction to Health and Safety in the Workplace	Risk Management of Psychosocial Hazards
SA Workers Compensation Essentials	Bullying and Harassment in the Workplace	Contractor Induction	Managing Psychological Conditions in the Workplace
VIC Weekly Benefits	Bullying and Harassment for Leaders in the Workplace	First Appointment Videos	Approaching an Employee you are concerned about
VIC Workers Compensation Essentials	Managing Manual Tasks	Keeping Workers Safe when Working from Home	Sexual Harassment (NEW)
NSW Weekly Benefits	Privacy in Practice	Preparing for and Managing Occupation Violence and Aggression in Aged Care	
NSW Workers Compensation Essentials	Duty of Care for Workers	Preparing for and Managing Occupation Violence and Aggression in Health Care	
Return to Work Coordination - Part1 (Creating the Right Culture)	Duty of Care for Leaders	Preparing for and Managing Occupation Violence and Aggression in Retail	
Return to Work Coordination - Part 2 (NSW Legislation)	Conflict Resolution in the Workplace	Preparing for and Managing Occupational Violence and Aggression in the Workplace	
Return to Work Coordination - Part 3 (The TW Process)	Managing Risk in the Workplace	Workplace Ergonomics	
Injury Management and Prevention	Managing Risk in the Workplace for Leaders	Privacy in Practice	
Injury Management and Prevention for Leaders	Armed Robbery Safety	Work Health and Safety Harmonisation	
	Workplace Drug and Alcohol Awareness		

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Course Name	Course Description
Workers Compensation	
SA Income Support	Developed for Return to Work Coordinators, Workers Compensation Managers, Payroll Managers, and any others that are involved in managing workers compensation claims under the SA workers compensation scheme. Activities including; the calculation of average weekly earnings, the payment of income support to injured workers, and the reimbursement to employers for income support payments they have made.
SA Workers Compensation Essentials	This course aims to provide an overview of the SA workers compensation scheme (the scheme), how it operates, the stakeholders involved, how it is funded, the process for responding to workplace injuries, paying income support benefits, supporting the worker's return to work and managing medical treatment and rehabilitation services.
VIC Weekly Benefits	Developed for Return to Work Coordinators, Workers Compensation Managers, Payroll Managers and any others that are involved in managing workers compensation claims under the Victorian workers compensation scheme. Activities including; the calculation of pre-injury average weekly earnings, the payment of weekly benefits to injured workers, and the reimbursement to employers for weekly compensation payments they have made.
VIC Workers Compensation Essentials	It aims to provide an overview of the VIC workers compensation scheme (the scheme), how it operates, the stakeholders involved, how it is funded, the process for responding to workplace injuries, paying weekly benefits, supporting the worker's return to work, and managing medical treatment and rehabilitation services.
NSW Weekly Benefits	Developed for Return to Work Coordinators, Workers Compensation Managers, Payroll Managers and any others that are involved in managing workers compensation claims under the icare Nominal Insurers scheme. Activities including; the calculation of pre-injury average weekly earnings, the payment of weekly benefits to injured workers, and the reimbursement of employers for weekly benefit payments they have made.
NSW Workers Compensation Essentials	This training aims to offer a comprehensive overview of the NSW worker's compensation scheme. It covers how the scheme functions, its stakeholders, funding, responding to workplace injuries, paying benefits, facilitating the return to work, and overseeing medical treatment and rehabilitation services for injured workers.

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Workers Compensation	
Return to Work Coordination - Part 1 (Creating the Right Culture)	This is the first part in a series of three courses designed to inform NSW Return to Work Coordinators about their roles and responsibilities in supporting injured workers return to work and recover from a workplace injury.
Return to Work Coordination - Part 2 (NSW Legislation)	This is the second part in a series of three courses designed to inform NSW Return to Work Coordinators about their roles and responsibilities in supporting injured workers return to work and recover from a workplace injury.
Return to Work Coordination - Part 3 (The TW Process)	This is the third part in a series of three courses designed to inform NSW Return to Work Coordinators about their roles and responsibilities in supporting injured workers return to work and recover from a workplace injury.
Injury Management and Prevention	Prevent workplace injury through the understanding of applicable state and national legislation, worker obligations and what to do if a worker is injured.
Injury Management and Prevention For Leaders	Understand leadership responsibilities in preventing workplace injury including worker rights and responsibilities, legislation that is applicable and what to do if a worker is injured.

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Health, Safety and Wellbeing	
(Mis)behave with Dave	This course consists of a series of entertaining and informative videos and resources to help managers and supervisors gain an understanding of workplace culture and what can be done to reduce the risk of mental injury in the workplace.
Bullying and Harassment in the Workplace	This course provides a comprehensive overview of workplace bullying and harassment. It covers applicable national legislation including workers compensation legislation, types and forms, impacts and opportunities for prevention.
Bullying and Harassment for Leaders in the Workplace	This course is for leaders and provides a comprehensive overview of workplace bullying and harassment. It covers legislation, types and forms, impacts and opportunities for prevention.
Managing Manual Tasks	This course will increase worker awareness in understanding the importance of safe manual handling practices, risk reduction and what to do to when reporting hazards in the workplace.
Privacy in Practice	Understand your rights and responsibilities relevant to privacy in the workplace.
Duty of Care for Workers	This course is geared towards enabling participants to identify hazards and risks while implementing and upholding safe work practices.
Duty of Care for Leaders	This course offers essential insights into the responsibilities and obligations for a leader to support and drive a safe and healthy work environment.
Conflict Resolution in the Workplace	This course delves into conflict triggers, risk assessment, strategic approaches, and the importance of effective communication. By engaging in this course, individual will gain practical insights into managing conflict situations and fostering a more harmonious and communicative workplace.
Managing Risk in the Workplace	This course is suitable for workers and provides an overview of what risks should be considered within a workplace setting and emphasises your responsibility in reducing risks to foster a safer workplace environment.
Managing Risk in the Workplace for Leaders	This course will provide leaders with the knowledge to confidently manage risk in the workplace, implement controls and legislative reporting responsibilities.

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Health, Safety and Wellbeing	
Introduction to Health and Safety in the Workplace	This course provides participants with valuable insights into workplace risk mitigation, including understanding regulatory responsibilities and implementing effective safety tips and strategies.
Work Health and Safety Harmonisation	This course is designed to give participants a basic understanding of the model WHS laws and the WHS harmonisation across Australia.
Contractor Induction	The Contractor Induction course is designed to offer learners a fundamental understanding of health and safety requirements in the workplace. This course allows participants to gain crucial knowledge to navigate and implement essential safety measures, fostering a safer and more secure working environment.
First Appointment Videos	Welcome to this three-part video series designed to assist injured workers in understanding what to anticipate during their initial appointments with a psychologist, psychiatrist, or exercise physiologist. These videos aim to mentally and physically prepare individuals for commencing treatment with these professionals.
Keeping Workers Safe when Working from Home	Welcome to our Keeping Workers Safe when Working from Home - For Managers and Supervisors course tailored to provide support and guidance in maintaining the well-being and safety of employees working from home.
Preparing for and Managing Occupation Violence and Aggression in Retail / in the Workplace / in Aged Care / in Health Care.	This training has been designed by registered psychologists. This course delivered for Retail/ in the Workplace /in Aged Care /in Health Care, will provide the learner with additional strategies to utilise in preparation for, during, and after an aggressive interaction.
Armed Robbery Safety	This course delves into recognising warning signs of a robbery, emergency and security procedures, and the correct protocols for reporting incidents.
Workplace Ergonomics	Tailored for both leaders and employees, this course provides insights into key ergonomic factors essential for maintaining a safe workplace environment.
Privacy in Practice	Understand your rights and responsibilities relevant to privacy in the workplace.
Workplace Drug and Alcohol Awareness	Acquire the knowledge needed to understand issues related to alcohol and drugs in the workplace, fostering a safer and healthier work environment for all.

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Course Name	Course Description
Mental Health	
Risk Management of Psychosocial Hazards	Participants in this course will gain the skills to accurately identify and address psychosocial hazards, along with methods to promote a safe and healthy workplace environment.
Managing Psychological Conditions in the Workplace	This course has been developed to provide the learner with an understanding of how to recognise and manage potential mental health issues in the workplace and provide the support needed to enable a safe and durable return to work.
Approaching an employee you are concerned about	Learners will be provided with essential knowledge to ensure appropriate approaches are taken to address and manage other employees mental health.
Sexual Harassment (NEW)	Understand what is defined as sexual harassment in a workplace, what the impact of it is and strategies that will assist you to foster a safer work environment.