

A photograph of three people in a professional setting. A young Black woman with long braids is in the foreground, wearing a light blue t-shirt and a gold hoop earring, pointing with a red marker at a whiteboard. Behind her, a man with a beard and a woman are looking on. The woman on the right is smiling and wearing a white button-down shirt. The background is a bright, out-of-focus office space with large windows.

# Employer Training Program

Quarter 4, 2024

we help people get their lives back

## WORKERS COMPENSATION



Events	Description
<b>Workers Compensation: National Updates and Insights</b>   <a href="#">EML</a>	<p>An informative session where the latest market updates across the jurisdictional schemes of SA, NSW and Vic are explored.</p> <p><b>02 Oct</b> 9:30 am – 11:30 am</p>
<b>Understanding key cross border workers compensation entitlements and obligations</b>   <a href="#">RECOVRE</a>	<p>This training includes scheme overviews and cross border provisions by jurisdiction – for injuries occurring when employees are in another state or territory, weekly payments, requirements to have a RTWC and training for RTWCs, RTWC roles and responsibilities, key employer obligations, claims submission and injury notification periods and recess claims.</p> <p><b>22 Oct</b> 9:30 am – 11:30 am</p>
<b>Complex Case Management - Dispute Management</b>   <a href="#">EML</a>	<p>This training provides an overview of the dispute process from how agents make decisions to dispute resolution and preventing disputes.</p> <p><b>29 Oct</b> 9:30 am – 11:30 am</p>
<b>EMlearning Masterclass - Introduction to Absorb</b>   <a href="#">EML</a>	<p>This workshop will help participants gain insights into EMlearning's intuitive interface, extensive course library, and advanced reporting capabilities.</p> <p><b>24 Oct</b> 9:30 am – 10:30 am    <b>07 Nov</b> 9:30 am – 10:30 am  <b>12 Dec</b> 9:30 am – 10:30 am</p>

## RETURN TO WORK



Events	Description
<b>Role of the Return to Work Coordinator (VIC)   WORKPLACE INTERVENTIONS</b>	<p>This 2-day training, endorsed by WorkSafe Victoria, empowers RTW Coordinators with vital tools to effectively manage return to work processes in accordance with legislation and injury management principles. Participants will engage with NEW content to learn how to facilitate safe and sustainable return to work plans under the WIRC Act 2013. A WorkSafe endorsed Certificate will be provided upon full participation in the RTWC training.</p> <p><b>16-17 Oct</b> 9:00 am – 4:00 pm</p>
<b>Addressing Common Recovery and Return to Work Barriers</b>   <a href="#">IPAR</a>	<p>Developed by accredited rehabilitation consultants from IPAR, this interactive workshop aims to provide a detailed, practical understanding of individual, employer, environmental and scheme barriers and solutions to workers compensation case management.</p> <p><b>05 Nov</b> 9:30 am – 11:30 am</p>
<b>Engaging Effectively with Health Professionals to Improve Return to Work Outcomes</b>   <a href="#">WORK REHAB</a>	<p>This training is designed for professionals involved in return to work programs, including HR managers, case managers, and rehabilitation coordinators. It focuses on optimising the role of health professionals in facilitating effective and sustainable RTW outcomes for employees recovering from illness or injury.</p> <p><b>14 Nov</b> 9:30 am – 11:30 am</p>
<b>Supporting Staff to Return to Work with a Mental Injury</b>   <a href="#">IPAR</a>	<p>This workshop facilitated by IPAR, delves into the key mental health and injury barriers encountered throughout the return-to-work process from multiple worker level perspectives. Customised strategies aimed at effectively overcoming these barriers are also discussed.</p> <p><b>19 Nov</b> 9:30 am – 10:30 am</p>
<b>Complex Case Management - Return to Work Planning</b>   <a href="#">EML</a>	<p>This workshop equips participants with strategies for managing complex return to work cases, covering common barriers, stakeholder engagement, and fostering a positive return to work culture.</p> <p><b>27 Nov</b> 10:00 am – 12:00 pm</p>

## HEALTH, SAFETY & WELLBEING



### Events

### Description

#### Managing Non-Work Related Injuries in the Workplace | PHSA

Learn essential strategies for supporting injured employees, even in non-work-related circumstances. Covering key issues in managing ill and injured workers, this course equips employers with the knowledge to facilitate recovery and successful return-to-work outcomes.

01 Oct 9:30 am – 12:00 pm

#### Bullying, Harassment (including Sexual Harassment) and Discrimination – the Legislation and Workplace Controls | RECOVRE

This session will provide understanding on how to identify bullying, harassment and discrimination in the workplace, how to identify and mitigate risks and how to create a work culture that encourages safe workplace behaviour.

15 Oct 9:30 am – 11:30 am

#### Outdoor Sun Safety | CANCER COUNCIL

Led by public health professionals from Cancer Council NSW, this session is targeted at workplace leaders to raise awareness about the risk of skin cancer for those working outdoors for all or part of their day, and what they can do to plan and implement practical and sustainable sun safety approaches to support a sun safe workplace culture.

24 Nov 9:30 am – 10:30 am

## MENTAL HEALTH



### Events

### Description

#### Managing for Team Wellbeing | BLACK DOG INSTITUTE

Led by an expert psychologist specialising in workplace mental health from the Black Dog Institute, this 3-hour interactive training workshop gives leaders strategies to improve mental health at an organisational level.

09 Oct 9:30 am – 12:30 pm

#### When the Psychosocial Inspector Calls | FLOURISH DX

Learn how to embed psychosocial risk management and what to expect when a psychosocial inspector visits your workplace. This workshop is designed specifically for people and safety professionals working in large organisations with responsibility in workplace health, safety, people and culture, human resources, mental health and wellbeing and sustainability.

30 Oct 1:00 pm – 2:30 pm

#### Mental Health in the Workplace, in accordance with ISO 45003:2021 | PROCARE

Led by an expert psychologist specialising in workplace mental health from Procure. This facilitated session will give leaders training on how to recognise, promote and provide mentally healthy workplaces, practically mitigate psychosocial hazards, and conduct sensitive, supportive conversations.

06 Nov 9:30 am – 11:30 am

#### Growing a Resilient Organisation | BLACK DOG INSTITUTE

Led by an expert psychologist specialising in workplace mental health from the Black Dog Institute, this 3-hour interactive training workshop gives leaders strategies to improve mental health at an organisational level.

12 Nov 9:30 am – 12:30 pm

#### Mental Health First Aid (VIC) | EML

This 2-day workshop provides participants with the essential skills to provide Mental Health First Aid in the workplace with participants receiving an accreditation as a Mental Health First Aider through Mental Health First Aid Australia.

20-21 Nov 9:00 am – 4:00 pm

#### Mental Health First Aid (NSW) | EML

This 2-day workshop provides participants with the essential skills to provide Mental Health First Aid in the workplace with participants receiving an accreditation as a Mental Health First Aider through Mental Health First Aid Australia.

03-04 Dec 9:00 am – 4:00 pm

#### Wellbeing Conversation Toolkit Workshop | WORK REHAB

This workshop is designed to equip people leaders with the knowledge and confidence to manage psychosocial risk and undertake wellbeing conversations.

11 Dec 9:30 am – 12:30 pm

# 2024 Program

## Quarter 4 - Employer Training Events



### Workers Compensation

Workers Compensation:  
National Updates and Insights  
| **EML**

02 Oct 9:00 am – 11:30 am

Understanding key cross  
border workers compensation  
entitlements and obligations  
| **RECOVRE**

22 Oct 9:30 am – 11:30 am

Complex Case Management -  
Dispute Management | **EML**

29 Oct 9:30 am – 11:30 am

EMlearning Masterclass-  
Introduction to Absorb | **EML**

24 Oct 9:30 am – 10:30 am

07 Nov 9:30 am – 10:30 am

12 Dec 9:30 am – 10:30 am



### Return To Work

Role of the Return to Work Coordinator  
(VIC) | **Workplace Interventions**

16-17 Oct 9:00 am – 4:00 pm

Addressing Common Recovery and  
Return to Work Barriers | **IPAR**

05 Nov 9:30 am – 11:30 am

Engaging Effectively with Health  
Professionals to Improve Return to  
Work Outcomes | **Work Rehab**

13 Nov 9:30 am – 11:30 am

Supporting Staff to Return to  
Work with a Mental Injury | **IPAR**

19 Nov 9:30 am – 11:30 am

Complex Case Management -  
Return to Work Planning | **EML**

27 Nov 10:00 am – 12:00 pm



### Health, Safety and Wellbeing

Managing Non Work-Related Injuries in  
the Workplace | **PHSA**

01 Oct 9:30 am – 12:00 pm

Bullying, Harassment (including Sexual  
Harassment) and Discrimination – the  
Legislation and Workplace Controls  
| **RECOVRE**

15 Oct 9:30 am – 11:30 am

NEW

Outdoor Sun Safety | **Cancer Council**

26 Nov 9:30 am – 10:30 am



### Mental Health

Managing for Team Wellbeing  
| **Black Dog Institute**

09 Oct 9:30 am – 12:30 pm

When the Psychosocial  
Inspector Calls | **Flourish DX**

30 Oct 1:00 pm – 2:30 pm

Mental Health in the Workplace,  
in accordance with ISO  
45003:2021 | **Procare**

06 Nov 9:30 am – 11:30 am

Growing a Resilient Organisation  
| **Black Dog Institute**

12 Nov 9:30 am – 12:30 pm

Mental Health First Aid (VIC)  
| **EML**

20-21 Nov 9:00 am – 4:00 pm

Mental Health First Aid (NSW)  
| **EML**

03-04 Dec 9:00 am – 4:00 pm

NEW

Wellbeing Conversation Toolkit  
Workshop | **Work Rehab**

11 Dec 9:30 am – 12:30 pm

NEW New courses Virtual Face to Face

Our Employer Training Program is facilitated by our in-house experts and external industry specialists.



For full event details and to book your tickets  
visit [eml.com.au/training](https://eml.com.au/training)

Our **Employer Training Program** is facilitated by  
in-house experts and the following industry specialists:



We welcome and thank our newest  
**Quarter 4 Employer Training Facilitators:**



Our Employer Training Program  
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