

A photograph of four business professionals in a modern office setting. A woman with long brown hair, wearing a blue blazer and a blue lanyard, is smiling and looking towards the center. A man with a beard and curly hair, wearing a light brown suit and a blue tie, is looking down at a smartphone held by another man. The man with the smartphone has curly hair and glasses, wearing a grey blazer and brown trousers, and is smiling. A fourth man, with a beard and short hair, wearing a dark suit and a red tie, is visible in the background, also smiling. The background shows large windows and a modern office interior.

Employer Training Program

Quarter 3: 2025

we help people get their lives back

MENTAL HEALTH



Events	Description
Understanding Common Mental Injuries and Recovery IPAR	<p>This course is designed to provide an overview of the common types of injuries and the medical terminology that often arise in the personal injury sector. With a better understanding of injuries and their impacts, Return to Work Coordinators and other Health and Wellbeing Practitioners will be more effective in the management of each claim and increase the opportunities for promoting the worker's return to work and health.</p> <p>09 Jul 9:30 am – 11:00 am</p>
Mental Health in the Workplace, and How to Manage Psychosocial Hazards PROCARE	<p>This course deepens your understanding of mental health and psychosocial hazards, offering practical strategies for the workplace- empowering you to create a healthier, more resilient work environment. Learn to support others, apply effective techniques, and prioritise self-care.</p> <p>19 Jul 9:30 am – 11:00 am</p>
Safe Spaces, Strong Teams LYSANDER	<p>This session focuses on the importance of psychological safety in the workplace. You will learn why creating safe and inclusive environments is essential to preventing injuries and supporting mental health. The session provides practical, evidence-based strategies to reduce risks and improve team wellbeing and morale.</p> <p>22 Jul 9:30 am – 11:30 am</p>
Protecting and Promoting Mental Health at Work BLACK DOG INSTITUTE	<p>Ensure a psychosocially safe workplace with our program designed for leaders. Learn strategies to identify and manage psychosocial hazards to help prevent mental health issues. Enrol now to better understand how to fulfill legal obligations and foster a healthier work environment.</p> <p>23 Jul 9:30 am – 12:00 pm</p>
Mentally Healthy Workplaces for Executives and Decision Makers PSYCHOLOGICAL SAFETY AUSTRALIA	<p>This workshop equips executives and leaders with strategies to manage stress, prevent burnout, navigate decision fatigue, and foster workplace wellbeing—ensuring sustainable leadership while addressing challenges like moral injury and loneliness.</p> <p>05 Aug 9:30 am – 11:30 am</p>
Mental Health First Aid (NSW) PHSA	<p>This 2-day workshop in Sydney NSW, provides participants with the essential skills to provide Mental Health First Aid in the workplace with participants receiving accreditation as a Mental Health First Aider through Mental Health First Aid Australia.</p> <p>20-21 Aug 9:00 am – 4:00 pm</p>

Psychosocial Safety Investigations: Tackling Tricky People Issues at Work | FLOURISH DX

Learn how to effectively investigate psychosocial safety incidents by exploring key frameworks, considerations, and leadership roles. Gain insights to enhance your organisation's approach to managing psychosocial risks.

03 Sep 1:30 pm – 2:30 pm

Mental Health First Aid (VIC) | ACCESS PSYCHOLOGY

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

09-10 Sep 9:00 am – 4:00 pm

Leading through critical incidents | AP PSYCHOLOGY

Gain the confidence, skills, and knowledge to effectively manage and support leaders and employees following a critical workplace incident.

25 Sep 9:30 am – 11:30 am

WORKERS COMPENSATION



Events	Description
Workers Compensation: National Updates and Insights EML	<p>An informative session where the latest market updates across the jurisdictional schemes of SA, NSW and Vic are explored.</p> <p>01 Jul 9:30 am – 10:30 am</p>
Advanced Workers Compensation Masterclass: Key barriers and motivators for success during eligibility EML	<p>Listen to experts in Workers Compensation, Injury Management, and Claim Investigations as they cover important aspects that improve compliance, reduce the risk of time lost, improve engagement with injured workers and assist you to present evidence and information during the claim eligibility phase.</p> <p>12 Aug 9:30 am – 11:30 am</p>
Introduction to Workers Compensation & Injury Management PROCARE	<p>Gain a comprehensive understanding of the vital role Occupational Rehabilitation Providers play across Australia. This course explores the positive impact these providers have on workplace injury schemes, including the financial and operational benefits they deliver. Participants will also learn about the key differences in service delivery and regulations across various states and territories, equipping them with the knowledge to navigate and apply best practices nationwide.</p> <p>27 Aug 9:30 am – 11:30 am</p>
Complex Case Management: Dispute Management PROCARE	<p>Build confidence in managing adverse claims decisions. This course equips you with practical skills to prepare for and communicate tough decisions, de-escalate challenging situations, and rebuild trust when decisions are overturned. Ideal for professionals seeking to enhance their claims management approach with empathy and effectiveness.</p> <p>16 Sept 9:30 am – 10:30 am</p>

HEALTH, SAFETY & WELLBEING



Events

Description

Managing Non Work Related Injuries in the Workplace | PHSA

Nearly half of the population are estimated to have one or more chronic health conditions, and injuries are a leading cause of disease burden and death in Australia. This session provides practical, ethical and best-practice guiding principles for Australian businesses in managing non-work related injury and illness in the workplace.

02 Jul 9:30 am – 12:00 pm

Vicarious Trauma – Essentials | PINNACLE REHAB

Discover the essentials of vicarious trauma in this in-depth webinar. Equip yourself with the tools to support wellbeing in emotionally demanding environments. Enrol now to learn to identify causes, recognise early signs in yourself and colleagues, and build vicarious resilience.

13 Aug 9:30 am – 11:00 am

Consequences and Tragedy of Workplace Complacency | LET'S TALK ABOUT SAFETY

This special event will inspire individuals to recognise moments of complacency and shift their mindset on how they approach their work, regardless of their job. Every workplace and every worker must prioritise safety, not just as a necessity, so we can all go home safe.

19 Aug 9:30 am – 10:30 am

Caring for your Workers after an Injury | IPAR

This health and wellbeing training enhances employers' health literacy for post-injury employee care. With a primary focus on resilience building and supporting workers post-injury, these sessions are tailored to address workplace injuries and progressive rehabilitation needs.

02 Sep 9:30 am – 10:30 am

Vicarious Trauma – Leader Session | PINNACLE REHAB

Ideal for team leaders, managers, and HR professionals who regularly engage with trauma-related material. Join our interactive training session to learn techniques to recognise and respond to vicarious trauma in the workplace. Discover leadership support strategies and equip yourself with proactive and supportive methods to foster a healthier workplace culture.

17 Sep 9:30 am – 11:00 am

Managing External Workplace Aggression and Violence | PINNACLE REHAB

This interactive training empowers participants to manage external aggression and violence in the workplace. It covers early warning signs, prevention strategies, and coordinated incident response, all through a legally informed and trauma-aware lens. Participants will explore case studies, apply psychosocial hazard management, and develop safety-focused policies. The course also highlights post-incident support, crisis communication, and fostering a culture of safety and wellbeing.

30 Sep 9:30 am – 11:00 am

RETURN TO WORK



Events

Description

Supporting Staff Return to Work with a Mental Injury | IPAR

This workshop facilitated by IPAR delves into the key mental health and injury barriers encountered throughout the return-to-work process from multiple perspectives, including the worker, employer, agent, and rehabilitation provider. Customised strategies aimed at effectively overcoming these barriers are also discussed.

16 Jul 9:30 am – 11:30 am

Complex Case Management - Return to Work Planning | PHSA

This session provides valuable information and practical strategies for the effective management of complex workers compensation claims. Despite complexity, positive return to work outcomes can be achieved if the employer/Manager is equipped with effective tools for managing barriers and supporting recovery in the workplace.

06 Aug 9:30 am – 11:30 am

Effectively Utilising Health Professionals to Improve Return To Work Outcomes | PHSA

Build stronger RTW outcomes through health professional collaboration. Gain a clear understanding of the roles and specialties of health professionals in Return to Work (RTW) planning. Learn how to communicate effectively, develop tailored RTW/RAW plans, and navigate common challenges. This course equips you with practical strategies and communication tools to foster productive partnerships and ensure successful, individualised outcomes.

26 Aug 9:30 am – 11:30 am

Role of the Return to Work Coordinator (VIC)

This 2-day training workshop, conducted in Melbourne Victoria and 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 content to learn how to facilitate safe and sustainable return to work plans under the WIRC Act 2013. A WorkSafe VIC endorsed Certificate will be provided upon full participation in the RTWC training.

WORKPLACE INTERVENTIONS

28-29 Jul 9:00 am – 4:00 pm

RECOVRE

23-24 Sep 9:00 am – 4:00 pm

JULY

- 01

 Workers Compensation: National Updates and Insights | **EML**
● 9:30am - 10:30am
- 02

 Managing Non Work Related Injuries in the Workplace | **PHSA**
● 9:30pm - 12:00nn
- 09

 Understanding Common Mental Injuries and Recovery | **IPAR**
● 9:30am - 11:00am
- 15

 Mental Health in the Workplace, and How to Manage Psychosocial Hazards | **Procare**
● 9:30am - 11:00am
- 16

 Supporting Staff Return to Work with a Mental Injury | **IPAR**
● 9:30am - 11:30am
- 22

 Safe Spaces, Strong Teams | **Lysander**
● 9:30am - 11:30am
- 23

 Protecting and Promoting Mental Health at Work | **Black Dog Institute**

NEW

 ● 9:30am - 12:00nn

AUGUST

- 05

 Mentally Healthy Workplaces for Executives and Decision Makers | **Psychological Safety Australia**
● 9:30am - 11:30am
- 06

 Complex Case Management – Return to Work Planning | **PHSA**
● 9:30am - 11:00am
- 12

 Advanced Worker Compensation Masterclass – Key barriers and motivators for success during eligibility | **EML**
● 9:30am - 11:30am
- 13

 Vicarious Trauma – Essentials | **Pinnacle Rehab**

NEW

 ● 9:30am - 11:00am
- 19

★

 Consequences and tragedy of workplace complacency | **Let's Talk About Safety**
● 9:30am - 10:30am
- 20

 Mental Health First Aid (NSW) | **EML**
- 21

 ● 9.00 am – 4.00 pm
- 26

 Effectively Utilising Health Professionals to Improve Return To Work Outcomes | **PHSA**
● 9:30am - 11:30am
- 27

 Introduction to Workers Compensation & Injury Management | **Procare**
● 9:30am - 11:30am

SEPTEMBER

- 02

 Caring for your workers after an injury | **IPAR**
● 9:30am - 10:30am
- 03

 Psychosocial Safety Investigations: Tackling Tricky People Issues at Work | **Flourish DX**
● 1:30pm - 3:00pm
- 09

 Mental Health First Aid (VIC) | **Access Psychology**
- 10

 ● 9:00am - 4:00pm
- 16

 Complex Case Management: Dispute Management | **Procare**
● 9:30am - 10:30am
- 17

 Vicarious Trauma – Leader Session | **Pinnacle Rehab**

NEW

 ● 9.30 am – 11:00am
- 23

 Role of the Return-to-Work Coordinator (VIC) | **Recovere**
- 24

 ● 9.00 am – 4.00 pm
- 25

 Leading through critical incidents | **AP Psychology**
● 9.30 am – 11:30am
- 28

 Role of the Return-to-Work Coordinator (VIC) | **Workplace Interventions**
- 29

 ● 9.00 am – 4.00 pm
- 30

 Managing External Workplace Aggression and Violence | **Pinnacle Rehab**

NEW

 ● 9:30am - 11:00am



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

Workers Compensation

Return to Work

Health Safety Wellbeing

Mental Health

NEW

New courses

Virtual

Face to Face

★ Special Event

Our extensive program of training events covers current trends in injury prevention, injury management and workers compensation.



Exclusive & free
to EML Group
customers



Up to 90
events on
offer in 2025



National
Training



Industry
Specialists



Interactive
Sessions



Quarterly
event releases



Resource
Library



Rated
4.8/5 stars*
(*in 2025)

• Industry Specialists •

We proudly partner with in-house and industry experts to deliver more valuable training to our customers.



• New in Quarter 3 •

AccessPsych▶

Special event:

LET'S TALK ABOUT SAFETY
STOP. SPEAK UP. SAVE LIVES.



"By far one of the best safety sessions I have attended in my entire working life. It was heartbreaking and inspiring and cemented for me the reasons why I work as a safety advisor. I can't say enough about how important this presentation is, please offer it again and again."

Let's Talk About Safety 2025 participant

How to register

Login into EMlearning to register
for our facilitated training events.

Available delivery modes

- Face-to-Face
- Virtual

Contact us

mutualbenefits@eml.com.au
Emails responded to within 48 hours.

Our Employer Training Program
is proudly funded by



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