



# Employer Training Program

Quarter 4: 2025

we help people get their lives back

# MENTAL HEALTH



## Events

## Description

**Engaging leaders:  
Mental health training  
for managers**  
| **WELLBEING CAMPUS**

This workshop by Mental Health First Aid equips leaders with an understanding of mental health conditions, enabling them to promote awareness, enhance communication, and foster a supportive workplace that values mental health.

By gaining insights into early intervention, empathy, and active listening, leaders can reduce stigma, boost productivity, and contribute to healthier, more engaged teams, ultimately driving organisational success.

**01 Oct 9:30 am – 11:30 am**

**Mutual Benefits  
masterclass: Inside the  
minds of Australia's  
workplaces** | **EML**

Join Dr Michael Di Donato, Luke Sheehan, and Keith Govias as they unpack the Mental Health white paper, developed by EML in partnership with Monash University. Using national datasets, the paper highlights the rise in psychological injury claims, identifies systemic risks, and explores industry-specific challenges.

The speakers will examine key findings, discuss emerging trends, and share practical, data-driven strategies to strengthen trust and support between employers and employees. This session provides valuable insights to help organisations create safer, more mentally healthy workplaces.

**09 Oct 9:30 am – 10:30 am**

**New rules, better  
outcomes: Integrating  
psychosocial care in  
the workplace** | **IPTC**

This session provides an overview of the "It Pays To Care" policy, and how psychosocial care can be applied in the workplace to enhance health and safety programs, strengthen workplace culture and employee wellbeing, and improve health and recovery outcomes for people who experience a workplace injury.

**15 Oct 9:30 am – 11:00 am**

**Mentally healthy  
workplace: Taking a  
psychosocially  
informed approach**  
| **PSYCHOLOGICAL  
SAFETY AUSTRALIA**

This session is designed to help leaders understand their roles and responsibilities when it comes to managing psychosocial hazards at work, and what it takes to build a psychosocially safe workplace environment.

The session will provide a clear framework for understanding psychosocial risk, and will uncover the critical role of leadership, culture, and communication for effective risk management.

**30 Oct 9:30 am – 11:30 am**

**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.

**11-12 Nov 9:00 am – 4:00 pm**

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

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.

**19-20 Nov 9:00 am – 4:00 pm**

**The psychosocial  
safety playbook:  
How to kickstart, gain  
momentum and  
embed your strategy**  
| **FLOURISH DX**

Are you confident in the steps needed to launch and build momentum in your psychosocial safety strategy? This practical webinar from FlourishDx is intended for professionals responsible for shaping WHS policies through the psychosocial safety maturity curve, from getting started to achieving compliance and embedding it into everyday practice.

**27 Nov 12:00 pm – 1:30 pm**

**Mental Health First  
Aid** | **WORKPLACE  
INTERVENTIONS**

Delivered virtually, this accredited Mental Health First Aid training is tailored for workplaces, enables participants to acquire vital skills to recognise, respond, and support adults facing mental health challenges. Our facilitators bring unparalleled expertise to ensure your people are well-equipped to navigate mental health challenges confidently. A MHFA endorsed certificate will be provided upon full participation in the two-day MHFA program. All pre work materials will be provided.

**03-04 Dec 10:30 am – 12:00 pm** + Prework eLearning

# WORKERS COMPENSATION



## Events

## Description

**Workers Compensation:  
National updates and  
insights** | **EML**

This course is designed to provide employers with an update on current issues impacting workers compensation schemes, the latest trends, external factors and legal implications, and the expected implications of these issues for employers across the jurisdictional Workers Compensation schemes of SA, NSW and VIC.

**28 Oct 9:30 am – 10:30 am**

**Introduction to workers  
compensation and  
injury management**  
| **PHSA**

Employers have an obligation to support injured people in the workplace. This session will provide the basic requirements and best-practice principles for supporting injured employees to recover and return to work.

**06 Nov 9:30 am – 11:30 am**

## HEALTH, SAFETY & WELLBEING



### Events

### Description

#### 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.

02 Oct 9:30 am – 10:30 pm

#### 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.

29 Oct 9:30 am – 12:00 pm

#### 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.

05 Nov 9:30 am – 11:00 am

#### Conquering Skin Cancer - a special 'National Skin Cancer Action Week' event | CANCER COUNCIL

Workplaces have a legal duty to provide a safe environment – did you know this includes protecting workers from harmful UV exposure that can lead to skin cancer? Skin cancer is the most common cancer in Australia, yet it's also one of the most preventable. This event offers a unique opportunity to understand the risks of UV exposure, the importance of primary prevention, and how workplaces can play a vital role in protecting their people. Includes 30-minute screening of "Conquering Skin Cancer".

20 Nov 11:30 am – 12:30 pm

#### Understanding respect in the workplace | CENTRE FOR CORPORATE HEALTH

Join our workshop to learn how to create a respectful workplace culture. Gain insights into frameworks, behavioural expectations, and best practices for handling concerns. Enhance employee wellbeing, safety, and productivity by fostering an inclusive environment and effectively managing incidents.

02 Dec 9:30 am – 11:00 am

#### Festive Season, rising tensions: Tackling occupational violence and aggression | EML/TRANSITIONING WELL/SAFework NSW

As the festive season approaches, incidents of Occupational Violence and Aggression (OVA) are on the rise, particularly in the retail and hospitality sectors. This timely webinar explores the growing trends of incivility, aggression, and abuse faced by frontline workers during the high-pressure lead-up to Christmas. We are joined by a group of experts who will also provide evidence-based strategies for responding effectively after an incident, focusing on team care, psychological safety, and recovery support for affected staff and their colleagues.

09 Dec 9:30 am – 11:30 am

## RETURN TO WORK



### Events

### Description

#### Role of the Return to Work Coordinator (VIC)

This 2-day training workshop, 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

07-08 Oct 9:00 am – 4:00 pm

10-11 Dec 8:00 am – 3:30 pm

#### RECOVRE

25-26 Nov 9:00 am – 4:00 pm

#### Addressing common recovery and return to work barriers | IPAR

This workshop has been designed to help identify and address the key common recovery and return to work barriers experienced through the lens of each party active in a RTW process, including the worker, employer, claims agents, and providers.

14 Oct 9:30 am – 11:00 am

#### Culture of care: Embedding recovery support in everyday leadership | LYSANDER

Recovery support isn't an HR initiative - it's a leadership skill. Workers remember how they were treated after an injury more than anything else. This session empowers leaders to foster trust, break down stigma, and champion meaningful recovery, focusing on long-term wellbeing, not just meeting a return to work deadline.

13 Nov 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.

20 Nov 9:30 am – 11:00 am

## OCTOBER

- 01

NEW

 Engaging leaders: Mental health training for managers | **Wellbeing Campus**  
● 9:30am - 11:30am
- 02

★

 Consequences and tragedy of workplace complacency | **Let's Talk About Safety**  
● 9:30pm - 10:30am
- 07

 Role of the Return to Work Coordinator (VIC) | **Workplace Interventions**
- 08

 ● 9:00am - 4:00pm
- 09

NEW

 Mutual Benefits masterclass: Inside the minds of Australia's workplaces | **EML**  
● 9:30am - 11:30am
- 14

 Addressing common recovery and return to work barriers | **IPAR**  
● 9:30am - 11:00am
- 15

 New rules, better outcomes: Integrating psychosocial care in the workplace | **IPTC**  
● 9:30am - 11:00am
- 28

 Workers compensation: National updates and insights | **EML**  
● 9:30am - 10:30am
- 29

 Managing non work related injuries in the workplace | **PHSA**  
● 9:30am - 12:00pm
- 30

NEW

 Mentally healthy workplace: Taking a psychosocially informed approach | **Psychological Safety Australia**  
● 9:30am - 11:30am

## NOVEMBER

- 05

 Caring for your workers after an injury | **IPAR**  
● 9:30am - 11:00am
- 06

 Introduction to workers compensation and injury management | **PHSA**  
● 9:30am - 11:30am
- 11

 Mental Health First Aid (VIC) | **Access Psychology**
- 12

 ● 9:00am - 4:00pm
- 13

NEW

 Culture of care: Embedding recovery support in everyday leadership | **Lysander**  
● 9:30am - 11:30am
- 19

 Mental Health First Aid (NSW) | **EML**
- 20

 ● 9:00am - 4:00pm
- 20

 Complex case management: Return to work planning | **PHSA**  
● 9:30am - 11:00am
- 20

★

 Conquering Skin Cancer | **Cancer Council**  
● 11:30am - 12:30pm
- 25

 Role of the Return to Work Coordinator (VIC) | **Recovre**  
● 9:00am - 4:00pm
- 27

NEW

 The psychosocial safety playbook: How to kickstart, gain momentum and embed your strategy | **Flourish DX**  
● 12:00pm - 1:30pm

## DECEMBER

- 02

 Understanding respect in the workplace | **Centre for Corporate Health**  
● 9:30am - 11:00am
- 03

 Mental Health First Aid | **Workplace Interventions**  
● 10:30am - 12:00pm + prework eLearning
- 09

★

NEW

 Festive Season, rising tensions: Tackling occupational violence and aggression | **EML/Transitioning Well/SafeWork NSW**  
● 9:30am - 10:30am
- 10

 Role of the Return to Work Coordinator Coordinator – VIC | **Workplace Interventions**
- 11

 ● 8:00am – 3:30pm

- Workers Compensation
- Health Safety Wellbeing
- Return to Work
- Mental Health

NEW New courses ● Virtual ● Face to Face ★ Special Event



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/mutual-benefits/training](https://eml.com.au/mutual-benefits/training)

# 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.

AccessPsych



It Pays to Care  
An imperative for change  
and call to action



## • New in Quarter 4 •



Special event:

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



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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