

Mutual Benefits Program Employer Training Program

Quarter 1: 2026

We help people get their lives back.

Mental Health



Events	Description
Mental Health First Aid Workplace Interventions	<p>The accredited Mental Health First Aid (MHFA) training tailored for workplaces, enables participants to acquire vital skills to recognise, respond, and support adults facing mental health challenges. Our facilitators bring 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 training.</p> <p>28-29 Jan 10:00 am – 4:00 pm</p>
Beyond the mask: Recognising hidden struggles before they escalate Lysander	<p>Mental health conditions often emerge when people hide struggles for too long. This session strengthens early intervention - reducing mental health claims, interpersonal conflict, and long-term absences.</p> <p>10 Feb 9:30 am – 11:30 am</p>
Mental Health First Aid (NSW) EML	<p>The accredited Mental Health First Aid (MHFA) training tailored for workplaces, enables participants to acquire vital skills to recognise, respond, and support adults facing mental health challenges. Our facilitators bring 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 training.</p> <p>17-18 Feb 9:00 am – 4:00 pm</p>
Mental Health First Aid (VIC) Access Psych	<p>The accredited Mental Health First Aid (MHFA) training tailored for workplaces, enables participants to acquire vital skills to recognise, respond, and support adults facing mental health challenges. Our facilitators bring 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 training.</p> <p>24-25 Feb 9:00 am – 4:00 pm</p>
Navigating change for leaders: When uncertainty is the only certainty Transitioning Well	<p>Change in the workplace – whether in roles, teams, or the organisation, often brings uncertainty, which can feel overwhelming and stressful. Leaders face unique challenges during these times, as change impacts them and their teams. Everyone responds differently, so understanding emotional reactions and learning practical strategies is essential. In this 1.5 hour session, Transitioning Well will help leaders support themselves and others through change, focusing on managing anxiety, worry, and stress effectively.</p> <p>05 Mar 9:30 am – 11:00 am</p>

Strong minds, silent battles: Women's mental health at work | EML

Gender shapes how we experience mental health at work – and the data tells a clear story: women carry a disproportionate share of the risk. Join Keith Govias (EML) and guests Dr Leah Collins (Transitioning Well), Rose Evans (Bridge Street Psychology), and Thea O'Connor (Menopause at Work) as they unpack the unique challenges women face in the workplace. Discover practical strategies for employers and employees to foster support, resilience, and wellbeing together.

10 Mar 9:30 am – 11:30 am

Workers Compensation



Events	Description
Workers Compensation: National updates and insights EML	<p>This session 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.</p> <p>12 Mar 9:30 am – 10:30 am</p>

Health, Safety & Wellbeing



Events

Description

Defusing and de-escalating strategies | AP Psychology

This session equips participants with practical strategies to manage challenging interactions effectively. Learn how communication style, tone, and non-verbal cues influence outcomes, and explore techniques to understand the drivers behind distressed behaviour. Gain skills in evidence-based diffusing strategies, respectful assertiveness, and collaborative problem-solving. Discover when to pause or take breaks, maintain boundaries while validating feelings, and avoid language that escalates tension. The session also covers safety steps for situations that cannot be diffused and emphasises self-care and support following difficult encounters.

05 Feb 9:30 am – 11:00 am

Protecting and promoting mental health at work | Black Dog Institute

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. Learn how to understand how to fulfill legal obligations and foster a healthier work environment.

12 Feb 9:30 am – 12:30 pm

Understanding common musculoskeletal injuries and rehabilitation | IPAR

This session explores the most common musculoskeletal injuries affecting today's workforce. We break down what these injuries are, how they occur, the factors that contribute to them, and practical strategies to prevent or reduce recurrence.

19 Feb 9:30 am – 11:00 am

The injury conversation: Getting it right from the first moment | Lysander

The first conversation after an injury sets the tone for the whole claim. When handled poorly, it leads to disengagement, mistrust, and long durations. This session equips leaders with the words, presence, and timing to start the process well – protecting both the worker's wellbeing and the business.

17 Mar 9:30 am – 11:30 am

Mind the gap: Five practical fixes to close psychosocial compliance gaps | Flourish DX

With psychosocial safety regulations now established across Australia, we have a clearer picture of what regulators expect from organisations. Non-compliance not only puts workers' mental health at risk but also exposes organisations to significant financial, legal, operational, and reputational consequences. Discover how to comply with psychosocial safety regulations and protect your people.

24 Mar 12:00 pm – 1:00 pm

Return to Work



Events

Description

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

This 2-day training workshop, delivered virtually, and endorsed by WorkSafe Victoria, empowers return to work (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 training.

04-05 Feb 8:00 am – 3:30 pm

Best practice in injury management: Plan, act, review | Procure

This session will cover the "Plan, Act, Review" Framework and will focus on the importance of early intervention, and injury management best practices to support return to work. This session will outline the key actions needed to set claims up for success, while also highlighting common barriers and red flags to watch for. By the end of the session, participants will be equipped with a practical framework to plan, act, and review effectively when managing workplace injuries.

18 Feb 9:30 am – 10:30 am

Engaging effectively with health professionals to improve return to work outcomes | Work Rehab

This session is designed for professionals involved in return to work (RTW) programs, including Human Resources 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.

Participants will explore the crucial role that health professionals play in the RTW process. This session emphasises the importance of collaborative, multidisciplinary approaches and how to leverage the expertise of health professionals to support employee recovery and reintegration into the workplace.

26 Feb 9:30 am – 11:00 am

Role of the Return to Work Coordinator (VIC) | Recovr

This 2-day training workshop, delivered virtually, 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 training.

18-19 Mar 9:00 am – 4:00 pm

JANUARY

28 Mental Health First Aid
| **Workplace Interventions**

29 ● 10:00am - 4:00pm

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

● 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/mutual-benefits/training/

FEBRUARY

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

05 ● 8:00am - 3:30pm

05 Defusing and de-escalating strategies | **AP Psych**

● NEW ● 9:30am - 11:00am

10 Beyond the mask: Recognising hidden struggles before they escalate | **Lysander**

● NEW ● 9:30am - 11:30am

12 Protecting and promoting mental health at work | **Black Dog Institute**

● 9:30am - 12:30pm

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

18 ● 9:00am - 4:00pm

18 Best practice in injury management: Plan, act, review | **Procare**

● NEW ● 9:30am - 10:30am

19 Understanding common musculoskeletal injuries and rehabilitation | **IPAR**

● 9:30am - 11:00am

24 Mental Health First Aid (VIC) | **Access Psych**

25 ● 9:00am - 4:00pm

26 Engaging effectively with health professionals to improve return to work outcomes | **Work Rehab**

● 9:30am - 11:00am

MARCH

05 Navigating change for Leaders: When uncertainty is the only certainty | **Transitioning Well**

● NEW ● 9:30am - 11:00am

10 Strong minds, silent battles: Women's mental health at work | **EML**

● NEW ● 9:30am - 11:00am

12 Workers compensation: National updates and insights | **EML**

● 9:30am - 10:30am

17 The injury conversation: Getting it right from the first moment | **Lysander**

● NEW ● 9:30am - 11:30am

18 Role of the Return to Work Coordinator Coordinator - VIC | **Recover**

19 ● 9:00am - 4:00pm

24 Mind the gap: Five practical fixes to close psychosocial compliance gaps | **Flourish DX**

● NEW ● 12:00pm - 1:00pm

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 2026



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

AP PSYCHOLOGY & CONSULTING SERVICES

Black Dog Institute

Centre for Corporate Health

FlourishDx

ipar

LYSANDER

Procare
injury management

Recovre

Work Rehab
WORKING WITH YOU

WPI
WORKPLACE INTERVENTIONS
empowering people with technology

New in Quarter 1

menopause at work®
ASIA PACIFIC

TRANSITIONING WELL

BridgeStreet
PSYCHOLOGY

How to register

Login to 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.

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