

Employer Training Program

A **Mutual Benefits Program** initiative - supporting safety and better outcomes through education.

Quarter 2: 2026

We help people get their lives back.

Mental Health



Events

Description

Mentally healthy workplaces: Taking a psychosocially informed approach | Psychological Safety Australia

This session helps senior leaders understand the strategic importance of psychosocial hazards and risks. It explores how these risks arise and interact, enabling executives to build effective frameworks and organisational norms that support early identification and management. By strengthening leadership capability, the session equips organisations to proactively foster and maintain a psychologically safe workplace.

02 Apr 9:30 am - 11:30 am

Mind matters: Helping young workers thrive at work | PHSA; Dr Claire Madden; Black Dog Institute; Let's Talk Australia

Join us for this panel session as Dr Mark Deady (UNSW/Black Dog Institute), Dr Claire Madden, Pinar Karabulut (PHSA), and Karen Marshman (Let's Talk Australia) explore the unique mental health challenges facing young workers, including stress, burnout, uncertainty, and the pressures of early-career environments. Through practical insights and discussion, the session empowers leaders and peers to create psychologically safe, inclusive workplaces where young workers feel valued, supported, and equipped to thrive.

09 Apr 9:30 am - 11:00 am

Mental Health First Aid (Hybrid) | The Happychondriac Society

This one-day virtual workshop 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.

30 Apr 9:00 am - 2:00 pm + pre-course learning

Mental Health First Aid (Virtual) | Workplace Interventions

This two-day virtual workshop 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.

12-13 May 10:00 am - 12:30 pm + pre-course learning

Recognising trauma, vicarious trauma, and compassion fatigue for leaders | PHSA

This session is designed to support leaders in recognising the impact of trauma, vicarious trauma and compassion fatigue within themselves and their teams. Participants will gain insight into how exposure to distressing material and high emotional demands can affect wellbeing, performance and decision making. The session will provide practical strategies to identify early warning signs, foster psychologically safe team environments and implement proactive approaches to sustain wellbeing and leadership effectiveness.

13 May 9:30 am - 11:00 am

Men's mental health at work: From insights to action | SuperFriend; PHSA; MATES

With men accounting for 75% of suicides in Australia, male mental health is a key workplace concern. This powerful panel unites research from SuperFriend's Invisible Strain findings, with Dr Di Sheppard highlighting who is at risk, workplace factors and effective support pathways; practical leadership actions from Noni Byron at PHSA; with front-line insights and peer-support strategies shared from MATES in Construction. Together, the panel will help workplaces create safer, more supportive environments for men - and for all employees.

10 Jun 9:30 am - 11:00 am

Mental Health First Aid (VIC) | The Happychondriac Society

This two-day face to face workshop 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.

17-18 Jun 9:00 am - 4:00 pm

Mental Health First Aid (NSW) | EML

This two-day face to face workshop 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.

17-18 Jun 9:00 am - 4:00 pm

Workers Compensation



Events

Description

Workers compensation: National updates and insights | EML

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.

19 May 9:30 am - 10:30 am

Meeting your workers compensation payment obligations: Ensuring workers are not underpaid following the legislative changes | Australian Payroll Association (APA); EML

From 1 January 2025, intentional wage underpayment is a criminal offence under Commonwealth law, and Worker Compensation payments are included. This session with experts from Australian Payroll Association and EML will help employers review Worker Compensation wage practices to ensure accurate payments, meet wage obligations and maintain compliance.

20 May 9:30 am - 10:30 am

Health, Safety & Wellbeing



Events

Description

The death of manual handling training: What can we learn and unlearn from Olympic lifters | Procure; BodyGuide

This session challenges the long held belief that "how to lift" training prevents injuries. Despite its popularity, safety regulators and research show it's ineffective and can even cause harm. Together we'll unpack why technique isn't the protective factor many assume, explore what the evidence actually says, and examine real world case studies. We'll also look at sensor technologies, lifting aids, and other factors that genuinely influence safe manual handling.

15 Apr 9:30 am - 10:30 am

Psychological safety for supervisors: Your role in preventing claims | Lysander

Most mental injury claims don't come out of nowhere, they build over time in environments where people don't feel safe to speak up. This session helps frontline leaders and supervisors create the kind of culture that prevents risk before it escalates.

21 Apr 9:30 am - 11:30 am

EQ: The leadership skill that builds psychological safety | PHSA

Great leadership isn't just about strategy — it's about self-awareness. This panel session equips leaders with practical emotional intelligence skills to elevate communication, sharpen decision-making, foster psychological safety, and unlock stronger team performance. Walk away with tools you can apply immediately to lead with clarity, confidence and impact.

29 Apr 9:30 am - 11:00 am

Effective communication skills and roadblocks to communication | AP Psychology

This session builds participants' confidence in navigating challenging conversations by exploring their communication style and how words, tone and non verbal cues shape messages. Participants will practise using OARS skills to create productive dialogue, respond constructively to difficult statements, and manage their own signals. They will also learn to recognise common communication roadblocks and replace them with supportive, collaborative alternatives that foster understanding and reduce defensiveness.

05 May 9:30 am - 11:00 am

The diversity dilemma | The Hapichondriac Society

This session explores the tension employers experience when navigating diversity and inclusion conversations. While most people want to be respectful, fear of "getting it wrong" can lead to silence or avoidance. The session reframes inclusion as a professional capability, highlighting how unconscious bias and everyday behaviours shape belonging. Through practical insights and light humour, participants gain simple, actionable strategies and leave with greater confidence, clarity and tools to build a more inclusive workplace.

14 May 9:30 am - 10:30 am

Safe work design: How to mitigate risks by designing physically and psychologically safe workplaces | PHSA

Designing a safe workplace is essential to the wellbeing of all employees. This session looks at the key elements to consider when designing a safe workplace both from a physical and psychological perspective and understanding controls to eliminate or mitigate emerging risks. The session also looks at how to implement strategies to support a workplace culture that builds workplace health and safety into everyday actions.

28 May 9:30 am - 11:30 am

Health and safety for a workforce "working from home" and in isolation | PHSA

Employers need to adapt to a rapidly changing workforce, where flexible work arrangements are the new norm and the risk profile is new and unpredictable. This session confirms employer obligations for managing employees working from home, and those who are isolated or work remotely. Learn how to identify and manage the associated risks for these workers and how to implement effective controls when face to face management is not possible.

11 Jun 9:30 am - 11:00 am

Return to Work



Events

Description

Supporting staff return to work with a mental injury | IPAR

This session 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.

22 Apr 9:30 am - 11:30 am

Complex case management: Barriers to return to work | Workplace Interventions

Complex claims stall when barriers stack up and aren't identified early. This interactive session provides a practical framework to quickly pinpoint what's holding return to work back across medical, psychosocial, workplace, and system factors and apply targeted strategies to move the claim forward. Participants will strengthen decision-making, improve collaboration with stakeholders, and support sustainable return to work outcomes in cases involving multiple risk factors or prolonged absence.

23 Apr 9:30 am - 11:00 am

Injury management and return to work planning for hybrid and remote workers | IPAR

Injury management for hybrid and remote workers demands a modern approach that recognises the unique risks and challenges of dispersed teams. Effective return to work planning blends clear communication, tailored support, and flexible duties that align with each worker's environment. Organisations that invest in proactive strategies not only reduce recovery time but also strengthen trust and wellbeing across their workforce.

16 Jun 9:30 am - 11:30 am

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

This WorkSafe Victoria endorsed Return to Work (RTW) program is designed to equip RTW Coordinators with the tools they need to effectively manage return to work under the requirements of the legislation and the principles of effective injury management. A WorkSafe endorsed certificate will be provided upon full participation in the two-day RTWC program. All pre work materials will be provided.

23-24 Jun 8:00 am - 3:30 pm + pre-course learning

Complex case management: Return to work planning for psychological injuries | Workplace Interventions

Return to work (RTW) planning for psychological injuries requires a different approach to capacity, suitable duties, communication, and risk controls. This practical session provides clear guidance to build and review plans that can be effectively implemented in workplaces, align to obligations and support recovery. Participants will leave with a structured planning method to reduce relapse risk, improve stakeholder alignment, and increase durable RTW outcomes.

25 Jun 9:30 am - 11:00 am

APRIL

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- 09

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

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/



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 2026)

Industry Specialists

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



New in Quarter 2



How to register

Log 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 and coordinated by the

Mutual Benefits Program

supporting free and exclusive access to
education for EML Group customers.