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Employer Training Program

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

Quarter 3: 2026

We help people get their lives back.

Mental Health



Events

Description

Mental Health First Aid (NSW) | EML

This two-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.

15-16 Jul 9:00 am - 4:00 pm

Mental Health First Aid refresher (Virtual) | Workplace Interventions

This one-day virtual workshop is for individuals who have completed a Mental Health First Aid training course within the past three years. It refreshes key knowledge and skills to confidently support mental health in the workplace, while updating participants on current best practices. Completion extends accreditation for a further three years.

Note: The refresher course can only be completed once; following which the full course is required to renew accreditation.

21 Jul 9:00 am - 2:00 pm

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.

Please note: This workshop requires approximately 6-7 hours of online pre-course learning, which must be completed prior to attending. Materials will be provided in advance.

29-30 Jul 10:00 am - 12:30 pm

Leading a multi-generational workforce | Lysander

For the first time in history, workplaces span six generations, from the seasoned leaders of the Silent Generation to the digital natives of Generation Alpha.

When effectively harnessed, generational diversity fuels innovation, collaboration and performance. Without intentional leadership, it can lead to misalignment, disengagement and missed opportunities. This session equips leaders with practical strategies to unlock the benefits of a multi-generational workforce and build more inclusive, high performing teams.

06 Aug 9:30 am - 11:30 am

Perceived Injustice: When fairness shapes behaviour and recovery (Lunchtime learning) | KINNECT

This session explores perceived injustice and how perceptions of fairness, blame, and invalidation shape behaviour and recovery following an injury. Designed for those supporting return-to-work, participants will build practical skills to understand, recognise and respond to perceived injustice when it presents in injured workers, reduce conflict, and strengthen trust to support more positive recovery and workplace outcomes.

11 Aug 12:30 pm - 1:30 pm

Panel - Experience matters: How to support an ageing workforce. | Psychological Safety Australia, IPAR, EML

This panel session examines how organisations can recognise and respond to the mental health concerns of an ageing workforce. Participants will explore common risk factors, protective influences, the impact of work design, as well as change and transition on older workers' wellbeing. Through practical insights and examples, the session highlights supportive conversations, early intervention, reasonable adjustments, and inclusive practices that promote psychological safety, sustain engagement and enable older workers to remain healthy, valued and productive at work.

13 Aug 9:30 am - 11:00 am

Women's mental health at work: Lifecycle challenges and organisational impact | IPAR

This session explores the unique mental health challenges women experience across life and career stages in the Australian workplace. It examines factors such as hormonal changes, caregiving responsibilities, return-to-work transitions, and menopause. Participants will examine how workplace systems and culture influence wellbeing and retention, and gain practical strategies to create inclusive, psychologically safe environments that support women's participation and performance.

02 Sep 9:30 am - 11:00 am

Supporting teams after critical incidents | Lysander

When a critical incident occurs, how leaders respond can shape recovery, trust, and long-term team wellbeing. This session equips employers with practical tools to support teams following an injury or traumatic event. Participants will learn how to respond confidently, reduce psychosocial risk, and maintain trust - without needing to act as counsellors.

09 Sep 9:30 am - 11:30 am

Mental Health First Aid (VIC) | The Happychondriac Society

This two-day face to face workshop in Melbourne VIC 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.

23-24 Sep 9:00 am - 4:00 pm



Health, Safety & Wellbeing



Events

Description

The hidden liability: Psychosocial risk and executive accountability | Anna Feringa Consulting

Executives carry the ultimate responsibility for workplace health and safety. This session explores how leaders can identify, manage, and mitigate psychosocial risks while fulfilling their duty of care.

28 Jul 9:30 am - 10:30 am

Panel - Examining pathways to secondary psychological injury | PHSA, Monash University, Safe Work Australia

Secondary psychological injuries are a growing and complex challenge for workplaces. In this session, Dr Michael Di Donato shares insights from a major Monash University research project funded by Safe Work Australia, joined by Jim Gilchrist (Safe Work Australia) and Noni Byron (PHSA). Together they explore how these injuries are defined and experienced in Australia, and highlight key findings along with practical actions organisations can take to strengthen prevention, early response and support in the workplace.

29 Jul 9:30 am - 10:30 am

Change mindset and resilience | Methodry

This session helps participants build the practical mindset and capabilities needed to navigate change more effectively. The intent is to equip participants with practical tools and a shared language that helps them remain effective, adaptable, and forward-looking during periods of ongoing change.

30 Jul 9:30 am - 11:30 am

Young Minds at Work: Understanding risks and taking early action | Superfriend, EML

Young workers aged 15–24 are entering the workforce facing rising rates of psychological distress, complex external pressures, and evolving workplace expectations. While many employers recognise these challenges, there is often uncertainty around how best to create environments where young workers can genuinely thrive. Drawing on new data developed in partnership with EML, SuperFriend will present key findings from its Young Worker Survey, exploring the paradox of a generation that reports positive workplace experiences while also experiencing high levels of distress and what this means for early intervention and psychosocial risk management.

20 Aug 9:30 am - 10:30 am

Leading your team through change | IPAR

Leading a team through change calls for clarity, confidence, and a deep understanding of how people respond when their world shifts. This workshop explores practical ways to guide others with steadiness, empathy, and purpose during periods of uncertainty. Participants will discover how to communicate direction, maintain trust, and keep momentum even when circumstances evolve rapidly. The session equips leaders with adaptable strategies that help teams stay engaged, resilient, and ready for what comes next.

27 Aug 9:30 am - 10:30 am

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 defusing 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 defused and emphasises self-care and support following difficult encounters.

01 Sep 9:30 am - 11:00 am

Understanding psychosocial risk: What it means for you at work | Anna Feringa Consulting

Psychosocial risks affect everyone - from workload and stress to team dynamics and workplace culture. This session explains what they are, why they matter, and how they impact individuals, teams, and organisations.

Participants will gain practical insights into identifying psychosocial risks and the role they play in creating a healthier, safer, and more supportive workplace.

03 Sep 9:30 am - 10:30 am

Leading a psychologically healthy and safe workplace | AP Psychology

This session builds leaders' knowledge and confidence to support and protect the psychological health and safety of their teams and themselves. Participants will explore practical, proactive strategies for addressing mental health and wellbeing with team members, while engaging in open discussion and reflection. The session provides a safe, supportive space to share experiences, challenges and opportunities in creating and leading psychologically healthy and safe workplaces.

15 Sep 9:30 am - 11:00 am

Emergency preparedness | PHSA

Without effective emergency planning, organisations can be exposed to significant risk. This session, delivered by a WHS expert from PHSA, provides practical guidance on developing and implementing emergency plans for both internal and external hazards. Participants will learn how to respond to critical incidents relevant to their workplace and how to prepare and train their workforce to respond confidently and effectively.

17 Sep 9:30 am - 11:00 am

Managing risk in an ageing workforce | Recovre

Workforces are more age-diverse than ever, bringing both opportunity and evolving risk. This session explores the physical, psychological, and organisational risks associated with an ageing workforce, and how these can impact health, safety, and performance. Participants will gain practical strategies to support safe, sustainable work and build more age-inclusive workplaces.

22 Sep 9:30 am - 11:30 am

Return to Work



Events

Description

Complex case management: Dispute resolution for rejected claims | Workplace Interventions

Rejected and disputed claims can be one of the most challenging aspects of workers compensation management. This practical session is designed for employers managing claims that have been rejected, disputed or escalated. It provides a clear understanding of dispute pathways, employer roles, key evidence and processes, and the impacts on return-to-work and workplace relationships. Participants gain practical strategies to manage disputes confidently, communicate effectively and reduce future risk.

09 Jul 9:30 am - 11:00 am

Cross border return-to-work | Recovre

This session is designed for Return-to-Work Coordinators (RTWC) who have responsibilities to manage workers compensation injuries across multiple Australian jurisdictions.

21 Jul 9:30 am - 12:00 pm

Suitable duties for psychological injuries | IPAR

This session explores how to identify and design suitable duties for workers recovering from psychological injuries. Participants will learn to assess functional capacity, workplace stressors and reasonable adjustments, while balancing recovery, safety and business needs. Using practical frameworks and case examples, the session clarifies legal considerations, communication strategies and common barriers. Participants will leave with confidence to support durable, meaningful return-to-work outcomes.

23 Jul 9:30 am - 11:00 am

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

This WorkSafe Victoria endorsed Return-to-Work (RTW) program is designed to equip RTWC 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 online work materials will be provided.

19-20 Aug 8:30 am - 3:30 pm

Achieving the best outcomes in medical case conferencing (Lunchtime Learning) | PHSA

This practical session is designed to support employers and injury management stakeholders to confidently participate in medical case conferences to achieve more effective outcomes. The session will explore how to communicate effectively with treating doctors, prepare meaningful information prior to the conference, and collaborate to support safe, timely, and sustainable return-to-work planning for injured workers.

26 Aug 12:30 pm - 1:30 pm

Managing non-work-related injuries and illness | PHSA

With a significant proportion of Australians living with chronic health conditions and injuries contributing to disease burden, workplaces increasingly need to support employees managing non-work-related health issues. This session provides practical, ethical, and best-practice guidance for employers, focusing on how to appropriately support employees while balancing organisational responsibilities, legal considerations, and workplace outcomes.

08 Sep 9:30 am - 11:30 am

Workplace rehabilitation services to support successful return-to-work | PHSA

This session provides employers with a practical overview of how workplace rehabilitation services can support early, safe and sustainable return-to-work outcomes following workplace injury or illness. Participants will explore the role of workplace rehabilitation providers and the range of services available to address physical, psychological, and workplace barriers impacting recovery and return-to-work. The session will highlight evidence-based strategies to improve communication, build stakeholder collaboration, and support durable return-to-work outcomes for both workers and employers.

16 Sep 9:30 am - 11:00 am



We are proud to offer a program that not only reflects current industry challenges, but actively supports employers to lead safer, healthier and more resilient workplaces.

Workers Compensation



Events	Description
Navigating psychological injury investigation Procare	<p>This practical session equips employers to confidently navigate psychological injury investigations in the workplace. Participants will learn how to approach sensitive matters, gather reliable information, and meet legal and ethical obligations. The session covers best-practice techniques for identifying contributing factors, conducting fair and impartial investigations, and supporting affected employees. Attendees will leave with practical strategies to manage risk, handle complex cases, and promote a psychologically safe work environment.</p> <p>04 Aug 9:30 am - 10:00 am</p>
Fundamentals of injury management and return-to-work planning PHSA	<p>This session provides an overview of injury management and return-to-work principles, including employer obligations, communication practices, and recovery planning. Participants will gain practical knowledge to support injured workers, promote recovery at work, and contribute to positive health and business outcomes through effective workplace rehabilitation practices.</p> <p>18 Aug 9:30 am - 11:30 am</p>
Workers compensation: National updates and insights EML	<p>This session provides employers with an update on key issues impacting workers' compensation schemes across SA, NSW and VIC. It covers emerging trends, external drivers, and legal developments, and outlines the practical implications for employers. Participants will gain insights to help navigate change, manage risk, and respond effectively across jurisdictions.</p> <p>10 Sep 9:30 am - 10:30 am</p>

Stay ahead with our self paced e-learning courses

EMlearning's self paced courses are developed in consultation with recognised subject matter experts and designed to support organisations to maximise employee engagement, reduce risk, meet compliance requirements, and foster a safe workplace culture.

Explore our new course curriculums and resources focused on Education and Construction, building leadership capability to support psychological safety, as well as training aligned to the NSW legislative reforms.

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NEW

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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 4.6/5 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 3



How to register

Log into EMlearning to register for our facilitated training events.

Contact us

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

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 Employer Training Program is proudly
funded and coordinated by the

Mutual Benefits Program

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

*This training is provided for general educational purposes only and is not intended
to replace legal, medical, or professional advice specific to your circumstances.*

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