EML
MUTUAL SINCE 1910

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Employer Training Program

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

Quarter 4: 2026

We help people get their lives back.

Mental Health

F2F: 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.

20-21 Oct 9:00 am - 4:00 pm

Managing challenging interactions | AP Psychology

This session equips participants with the confidence, skills and knowledge to effectively manage challenging behaviours in interactions with customers, clients and colleagues, contributing to improved customer outcomes, stronger client retention and greater workforce productivity. Participants will also develop practical strategies to support psychological health, safety and wellbeing, enabling them to protect and promote the mental wellbeing of themselves and others.

27 Oct 9:30 am - 11:00 am

Stress management and resilience | PHSA

High levels of work stress are linked to high staff turnover, absenteeism, high accident rates, job dissatisfaction, and poor productivity. This session provides employers with the knowledge of what stress is, its effects and impacts on the individual, and how to recognise it amongst the workforce and personally. Our PHSA subject matter expert will provide strategies for managing everyday stress and self-endangering work behaviours.

28 Oct 9:30 am - 11:00 am

When work feels uncertain | Lysander

Job insecurity is now recognised as a psychosocial hazard. Even when roles remain, uncertainty about the future - restructures, funding changes, contract renewals, or workforce shifts - can create ongoing psychological strain. This session helps leaders understand how uncertainty affects wellbeing and how their communication and decision-making can reduce risk.

05 Nov 9:30 am - 11:30 am

F2F: Mental health first aid (VIC) | Access Psych

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.

24-25 Nov 9:00 am - 4:00 pm

Moral injury: When values and ethics are challenged in the workplace (lunchtime learning) | KINNECT

This session explores moral injury in the workplace, with a focus on how challenges to personal values and ethical boundaries impact individuals. Participants will gain insight into the causes and psychosocial drivers of moral injury, how it influences worker wellbeing and recovery, and practical approaches to recognise and respond to help reduce its impact in workplace and workers compensation contexts.

25 Nov 12:30 pm - 1:30 pm

Virtual: Mental health first aid | 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.

08-08 Dec 10:00 am - 12:30 pm

Health, Safety & Wellbeing

Stay S.A.F.E.R.® De-escalation program | Our Curious Minds

Workplace interactions can sometimes become challenging, emotional, or confrontational. The Stay S.A.F.E.R.® De-escalation Program provides practical skills and strategies to help participants recognise early signs of escalation, respond effectively to heightened emotions, and support safer, more positive outcomes for everyone involved.

This interactive workshop explores the Escalation Cycle and equips participants with techniques to prevent situations from intensifying, communicate effectively under pressure, and apply de-escalation strategies in a range of workplace contexts. Participants will also learn how to maintain safety during emergency situations and reflect on incidents to support continuous improvement.

08 Oct 9:30 am - 12:00 pm

Fatigue is more than tiredness | Lysander

Fatigue is now recognised within psychosocial hazard frameworks, not just as a physical safety issue but as a psychological risk factor. Ongoing workload pressure, long hours, mental load, and emotional strain can erode coping capacity, judgement, and wellbeing. This session helps leaders recognise fatigue as an early risk indicator and take action to address this.

14 Oct 9:30 am - 11:30 am

Ageism awareness | IPAR

Age-inclusive work practices are essential in today's multigenerational workforce. This interactive training explores how age-based assumptions can influence perceptions of capability, performance and contribution at work.

Participants will learn to recognise and challenge ageism, test assumptions against evidence, and reframe unhelpful narratives that may limit workforce participation and inclusion. Through practical discussion and real-world examples, leaders and managers will gain strategies to foster capability, support longer working lives, and build stronger, more inclusive workplaces.

15 Oct 9:30 am - 11:00 am

Exploring the role of health literacy & culture in injury prevention | Procare;BodyGuide

Discover how workplace culture and health literacy can improve injury prevention, recovery and return-to-work outcomes. Through research, case studies and practical examples, this session explores the psychosocial factors that influence pain, injury and recovery.

Designed for leaders across health and safety, operations and business functions, the session highlights practical approaches to prevention, early intervention and return-to-work through a coordinated, organisation-wide approach.

29 Oct 10:00 am - 11:00 am

Migrant worker and cultural awareness in the workplace | PHSA

Australian workplaces are diverse and many workers come from migrant and multicultural backgrounds. Employers have a duty to ensure that all workers are healthy and safe at work, and this will require you to tailor your approach to meet the needs and abilities of all workers. This session covers some ways that employers can manage WHS risks in a sensitive way, through tailored communication, consultation, cultural and religious awareness.

10 Nov 9:30 am - 11:30 am

Psychosocial hazards and risk management | Recovre

Psychosocial hazards can have a significant impact on wellbeing, performance, and workplace safety. This session will build awareness of the legal and practical frameworks for identifying, assessing, and managing psychosocial risks, while supporting participants to apply effective risk and injury management approaches.

17 Nov 9:30 am - 11:30 am

Occupational violence and aggression training | PHSA

This session explores strategies to recognise, respond to and manage occupational violence and aggression in the workplace. The training focuses on early awareness, effective de-escalation communication, and practical safety measures to support safer interactions and reduce risk in the workplace.

18 Nov 9:30 am - 11:30 am

Return to Work

Integrating physical and psychological risk management | Work Healthy Australia

Recovery is not just physical. Effective injury prevention requires organisations to consider both physical and psychological factors that influence health, safety and recovery outcomes. This session, designed for WHS professionals and those involved in supporting the RTW process, explores the connection between physical injury and psychological risk, the challenges of managing these risks in isolation, and the benefits of an integrated approach. Participants will gain practical strategies, tools and resources to strengthen injury prevention, support recovery at work, and improve workplace outcomes.

20 Oct 10:00am - 11:00 am

Role of the return-to-work coordinator (VIC) | 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.

04-05 Nov 8:30 am - 3:30 pm

Understanding biopsychosocial risk factors and assessments | KINNECT

Successful recovery after a workplace injury is influenced by more than the diagnosis or severity of injury. Research consistently demonstrates that psychosocial factors often have a greater impact on recovery and return-to-work outcomes than the physical injury itself.

This session provides employers, RTW coordinators and supervisors with practical knowledge to identify psychosocial risk factors that may delay recovery, understand the purpose of biopsychosocial assessments, and implement workplace strategies that support recovery and durable return-to-work outcomes.

11 Nov 9:30 am - 10:30 am

Developing task analysis and job dictionaries | Recovre

This session introduces the concept of suitable work and the legislation that underpins it, while explaining the benefits of offering suitable work for both the worker and the organisation. This will cover how task analysis supports the development of job dictionaries, along with RTW arrangements, additional tools, and key resources to help apply these concepts in practice.

19 Nov 9:30 am - 11:30 am

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.

24 Nov 9:30 am - 11:00 am

Recovery at work for people leaders | IPAR

Supporting recovery at work is one of the most meaningful responsibilities a People Leader can take on. This workshop explores how to create a safe, structured, and compassionate pathway that helps employees return to meaningful work while maintaining dignity and confidence. Participants will learn how to balance organisational needs with individual wellbeing, using practical tools that make recovery smoother and more sustainable. The session empowers leaders to foster a culture where early support, clear communication, and thoughtful planning lead to better outcomes for everyone.

26 Nov 9:30 am - 11:00 am

Virtual: Role of the return-to-work coordinator (VIC) | Workplace Interventions

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01-02 Dec 8:30 am - 3:30 pm

Workers Compensation

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. Topics include: Overview of Workers Compensation in Australia; State Schemes updates and impacts.

22 Oct 9:30 am - 10:30 am

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.

2026 Program

Quarter 4 - Employer Training Events

OCT

08 NEW
Stay S.A.F.E.R.® De-escalation program | **Our Curious Minds**
9:30am - 12:00pm

14 NEW
Fatigue is more than tiredness | **Lysander**
9:30am - 11:30am

15 NEW
Ageism awareness | **IPAR**
9:30am - 11:00am

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Mental health first aid (NSW) | **EML**
9:00am - 4:00pm

20 NEW
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10:00am - 11:00am

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9:30am - 11:00am

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Stress management and resilience | **PHSA**
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NOV

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08 - 09
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10:00am - 12:30pm

Workers Compensation
Return to Work
Lunchtime learning
Health Safety Wellbeing
Mental Health
Face-to-Face

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.

AccessPsych
AP PSYCHOLOGY & CONSULTING SERVICES
BODYGUIDE
ipar
KINNECT CREATING HEALTH CERTAINTY AT WORK
LYSANDER
EMPOWERING PEOPLE, CULTIVATING GROWTH OCM Our Curious Minds Est. 2016
phsa Prestige Health Services Australia
Procare injury management
Recovre
work healthy AUSTRALIA
WPI WORKPLACE INTERVENTIONS empowering people with knowledge

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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