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EMlearning Catalogue 2026

Self paced e-learning courses

Exclusive and free for EML Group Customers

Self paced e-learning courses at a glance.



Health, Safety & Wellbeing

- (Mis)behave with dave
- Armed robbery safety
- Bullying and harassment in the workplace
 - For leaders
 - For workers
- Conflict resolution in the workplace
- Contractor induction
- Covid-19 safety at work
- Duty of care for leaders
- Duty of care for workers
- General hygiene and infection control
- introduction to health and safety
- Fatigue management
- First appointment videos
- Keeping workers safe when working from home. For managers and supervisors.
- Managing manual tasks
- Managing risk in the workplace
 - For leaders
 - For workers
- Preparing for and managing occupational violence and aggression
 - In aged care
 - In health care
 - In retail
 - In the workplace
- Privacy in practice
- Sexual harassment at work
- Work Health & Safety harmonisation
- Workplace drug and alcohol awareness
- Workplace ergonomics

ShiftReady: Sleep health videos

- The impacts of shift work on sleep
- Optimising sleep during shift work
- Keeping alert during shifts
- Improving light conditions for staff
- Sleep disorder: sleep apnoea
- Sleep disorder: insomnia
- Sleep disorder: shift work disorder
- Sleep health for management

Women's wellbeing at work series (coming soon)

- Navigating women's health in the workplace
- When major life events lead to disruptions
- Navigating life as a working parent
- Career growth
- Caring for the carer
- Sustainable wellbeing: Why healthy habits stick (or don't)



Workers compensation and Return-to-work

- Injury management and prevention
 - For leaders
 - For workers
- Return-To-Work Coordination
 - Part 1 (Creating the right culture)
 - Part 2 (NSW legislation)
 - Part 3 (The RTW process)
- NSW legislative reforms
 - For leaders
 - For workers
- NSW weekly benefits
- NSW workers compensation essentials
- SA income support
- SA workers compensation essentials
- VIC weekly benefits
- VIC workers compensation essentials

Return-to-work videos

- Common return-to-work barriers
- How to complete a return-to-work plan
- How to support an injured worker for improved outcomes
- Identifying suitable duties in the workplace



Mental Health

Workplace focus

- Approaching an employee you are concerned about
- Introduction to psychological resilience
- Managing psychological conditions in the workplace
- Risk management of psychosocial hazards
- Sexual harassment
- Demystifying psychosocial risks webinar recording

Industry Focus

Empowered Educators

- Foundation of wellbeing
- Emotional intelligence in education
- Tackling bullying and difficult interactions
- Preventing burnout
- Creating supportive psychologically safe school environments

Resilient Sites Toolbox Talks resources

- Low job control
- Unachievable job demands
- Inadequate reward and recognition
- Poor workplace relationships
- Bullying, harassment and aggression
- Poor physical environment
- Remote or isolated work
- Traumatic events

Leader focus

Leading Well at Work

- Introduction | Supporting a good, safe workplace
- Nurturing a gender-inclusive workplace
- Supporting multi-generational workplaces
- Supporting team members with neurodiversity
- Supporting physical or intellectual disability
- Preventing racial discrimination at work
- Supporting multicultural workplaces

Smarter Work Design Tools

- The leader guide
- The self-audit
- SMART toolkit:
 - The toolkit
 - The executive sponsor pack

Self paced e-learning course descriptions



Workers Compensation and Return-to-work

Injury management and prevention	Prevent workplace injury through the understanding of applicable state and national legislation, worker obligations and what to do if a worker is injured.
Injury management and prevention for leaders	Understand leadership responsibilities in preventing workplace injury including worker rights and responsibilities, legislation that is applicable and what to do if a worker is injured.
NSW legislative reform for leaders	The curriculum focuses on building capability to meet legal requirements, implement proactive psychosocial risk management practices, and support workers experiencing mental health concerns.
NSW legislative reform for workers	This curated collection of e-learning courses helps workers to understand their WHS responsibilities to help ensure a safe workplace
NSW weekly benefits	Developed for Return-to-work Coordinators, Workers Compensation Managers, Payroll Managers and any others that are involved in managing workers compensation claims under the NSW Workers Compensation Scheme. Activities including; the calculation of pre-injury average weekly earnings, the payment of weekly benefits to injured workers, and the reimbursement of employers for weekly benefit payments they have made.
NSW workers compensation essentials	This course aims to offer a comprehensive overview of the NSW workers compensation scheme. It covers how the scheme functions, its stakeholders, funding, responding to workplace injuries, paying benefits, facilitating the return to work, and overseeing medical treatment and rehabilitation services for injured workers.
Return-to-work coordination – part 1 (Creating the right culture)	This is the first part in a series of three courses designed to inform (non state specific) Return-to-Work Coordinators about their roles and responsibilities in supporting injured workers return to work and recover from a workplace injury.
Return-to-work coordination - part 2 (NSW legislation)	This is the second part in a series of three courses designed to inform NSW Return-to-Work Coordinators about their roles and responsibilities in supporting injured workers return to work and recover from a workplace injury.

Return-to-work coordination - part 3 (The RTW Process)

This is the third part in a series of three courses designed to inform (non state specific) Return-to-Work Coordinators about their roles and responsibilities in supporting injured workers return to work and recover from a workplace injury.

SA income support

Developed for Return-To-Work Coordinators, Workers Compensation Managers, Payroll Managers, and any others that are involved in managing workers compensation claims under the SA workers compensation scheme. Activities including; the calculation of average weekly earnings, the payment of income support to injured workers, and the reimbursement to employers for income support payments they have made.

SA workers compensation essentials

This course aims to provide an overview of the SA workers compensation scheme, how it operates, the stakeholders involved, how it is funded, the process for responding to workplace injuries, paying income support benefits, supporting the worker's return-to-work and managing medical treatment and rehabilitation services.

VIC workers compensation essentials

This course aims to provide an overview of the VIC workers compensation scheme, how it operates, the stakeholders involved, how it is funded, the process for responding to workplace injuries, paying income support benefits, supporting the worker's return-to-work and managing medical treatment and rehabilitation services.

VIC weekly benefits

Developed for Return-To-Work Coordinators, Workers Compensation Managers, Payroll Managers and any others that are involved in managing workers compensation claims under the Victorian workers compensation scheme. Activities including; the calculation of pre-injury average weekly earnings, the payment of weekly benefits to injured workers, and the reimbursement to employers for weekly compensation payments they have made.

Return-to-work videos

- Common return-to-work barriers
- How to complete a return-to-work plan
- How to support an injured worker for improved outcomes
- Identifying suitable duties in the workplace

This practical video series provides employers with guidance on supporting injured workers to recover and return-to-work safely, sustainably and successfully. These videos offer actionable strategies to improve outcomes for workers and businesses alike while promoting a positive and productive workplace.



Health, Safety & Wellbeing

(Mis)behave with Dave	This course consists of a series of entertaining and informative videos and resources to help managers and supervisors gain an understanding of workplace culture and what can be done to reduce the risk of mental injury in the workplace.
Armed robbery safety	This course delves into recognising warning signs of a robbery, emergency and security procedures, and the correct protocols for reporting incidents.
Bullying and harassment in the workplace - For leaders	This course is for leaders and provides a comprehensive overview of workplace bullying and harassment. It covers legislation, types and forms, impacts and opportunities for prevention.
Bullying and harassment in the workplace - For workers	This course provides a comprehensive overview of workplace bullying and harassment. It covers applicable national legislation including workers compensation legislation, types and forms, impacts and opportunities for prevention.
Conflict resolution in the workplace	This course delves into conflict triggers, risk assessment, strategic approaches, and the importance of effective communication. By engaging in this course, participants will gain practical insights into managing conflict situations and fostering a more harmonious and communicative workplace.
Contractor induction	This course is designed to offer learners a fundamental understanding of health and safety requirements in the workplace. This course allows participants to gain crucial knowledge to navigate and implement essential safety measures, fostering a safer and more secure working environment.
Covid-19 safety at work	This course has been developed to provide learners with an understanding of COVID-19 and how to remain safe in the workplace and prevent the spread of COVID-19.
Duty of care for leaders	This course offers essential insights into the responsibilities and obligations for a leader to support and drive a safe and healthy work environment.

Duty of care for workers	This course is geared towards enabling participants to identify hazards and risks while implementing and upholding safe work practices.
Fatigue management	This course provides learners with an understanding of what fatigue is, the effect that fatigue has on employees in the workplace and how to manage fatigue in the workplace.
First appointment videos	Welcome to this three-part video series designed to assist injured workers in understanding what to anticipate during their initial appointments with a psychologist, psychiatrist, or exercise physiologist. These videos aim to mentally and physically prepare individuals for commencing treatment with these professionals.
General hygiene and infection control	This course provides learners with an understanding of basic hygiene and how to prevent and control the spread of infection in the workplace.
Introduction to health and safety in the workplace	This course provides participants with valuable insights into workplace risk mitigation, including understanding regulatory responsibilities and implementing effective safety tips and strategies.
Keeping workers safe when working from home	Suitable for Managers and Supervisors, this course is tailored to provide guidance in maintaining the well-being and safety of employees working from home.
Managing manual tasks	This course will increase worker awareness in understanding the importance of safe manual handling practices, risk reduction and what to do when reporting hazards in the workplace.
Managing risk in the workplace for leaders	This course will provide leaders with the knowledge to confidently manage risk in the workplace, implement controls and legislative reporting responsibilities.
Managing risk in the workplace	This course is suitable for workers and provides an overview of what risks should be considered in the workplace setting and emphasises your responsibility in reducing risks to foster a safer workplace environment.
Preparing for and managing occupational violence and aggression in retail / in the workplace / in aged care / in health care.	This training has been designed by registered psychologists. This training will provide the learner with additional strategies to utilise in preparation for, during, and after an aggressive interaction.

Privacy in practice	This course is suitable for workers to understand your rights and responsibilities relevant to privacy in the workplace.
Sexual harassment at work	Understand what is defined as sexual harassment in the workplace, what the impact of it is and strategies that will assist foster a safer work environment.
Work health and safety harmonisation	This course is designed to give participants a basic understanding of the model WHS laws and the WHS harmonisation across Australia.
Workplace drug and alcohol awareness	Acquire the knowledge needed to understand issues related to alcohol and drugs in the workplace, fostering a safer and healthier work environment for all.
Workplace ergonomics	Tailored for both leaders and employees, this course provides insights into key ergonomic factors essential for maintaining a safe workplace environment.

ShiftReady

ShiftReady is an eight-part video series developed in partnership with the Sleep Health Foundation, to support workers and leaders in understanding sleep and shift work, manage fatigue and alertness, create sleep-friendly workplaces, and recognise common sleep disorders.

The impacts of shift work on sleep Understand how shift work affects sleep patterns, health and performance.	Sleep disorder: Sleep apnoea Understand the signs, symptoms and available support.
Optimising sleep during shift work Practical tips to improve sleep quality and recovery between shifts.	Sleep disorder: Insomnia Learn how insomnia affects sleep and what you can do about it.
Keeping alert during shifts Simple strategies to manage fatigue and maintain alertness.	Sleep disorder: Shift work disorder Recognise the impacts of disrupted sleep patterns and when to seek help.
Improving light conditions for staff Learn how light exposure can support alertness and better sleep.	Sleep health for management Guidance for leaders to support worker wellbeing and manage fatigue risks.

Women's Wellbeing at Work series

(Coming soon)

The Women's Wellbeing at Work podcast series developed in partnership with Transitioning Well, provides practical guidance, expert insights and workplace tools to help women thrive at work while supporting leaders to create more inclusive and supportive environments.

Navigating women's health in the workplace

Explores how reproductive health, perimenopause and menopause can affect work, and what employees and leaders can do to create supportive, psychologically safe workplaces that enable wellbeing, retention and career success.

Career growth

Explores the barriers and opportunities that shape women's career progression, and how individuals and organisations can create pathways for growth, wellbeing and long-term success at work.

When major life events lead to disruptions

Examines how major life and health disruptions such as illness, family violence, separation and divorce can impact work, and how workplaces can provide meaningful support during periods of significant change.

Caring for the carer

Examines the challenges faced by employees with caring responsibilities outside of parenthood and shares practical strategies for supporting carers to maintain their wellbeing, workforce participation and career sustainability.

Navigating life as a working parent

Discusses the realities of balancing parenting and work across different life stages, offering practical strategies for employees and leaders to support sustainable careers, wellbeing and family responsibilities.

Sustainable wellbeing: Why healthy habits stick (or don't)

Unpacks the science of healthy habits, burnout prevention and sustainable performance, helping individuals and leaders create the conditions for lasting wellbeing at work and beyond.



Mental Health

Approaching an employee you are concerned about	Learners will be provided with essential knowledge to ensure appropriate approaches are taken to address and manage other employee's mental health.
Introduction to psychological resilience	This course has been developed in collaboration with workplace mental health experts Mindarma to support organisations to protect and safely enhance the psychological resilience & wellbeing of their workers.
Managing psychological conditions in the workplace	This course has been developed to provide the learner with an understanding of how to recognise and manage potential mental health issues in the workplace and provide the support needed to enable a safe and durable return to work.
Risk management of psychosocial hazards	Participants in this course will gain the skills to accurately identify and address psychosocial hazards, along with methods to promote a safe and healthy workplace environment.
Demystifying psychosocial risks webinar	Unpacks the scale of the challenge, the human and commercial impact of burnout and poor work design, and how organisations can translate legal requirements into everyday practice.



Empowered Educators

Empowered Educators is a five part series learner journey developed with Lysander to support educators facing complex, high pressure environments with rising psychosocial risks such as burnout, bullying, vicarious trauma, and cultural fatigue. Suitable for educators in early childhood, primary, secondary and higher education settings.

Foundation of wellbeing Part one, Foundations of wellbeing supports educators navigating fast paced, emotionally demanding roles where constant multitasking, blurred boundaries, and an "always on" culture can quickly lead to fatigue and overload.	Emotional intelligence in education Part Two, Emotional intelligence in education, supports educators managing high emotional demands by building awareness of stress responses, triggers, and regulation strategies to support wellbeing and effective communication under pressure.
Tackling bullying and difficult interactions Part Three, Tackling bullying and difficult interactions, supports educators to recognise psychosocial risks, understand threat responses, and apply practical strategies to respond calmly, set boundaries, and protect wellbeing in challenging or unsafe interactions.	Preventing burnout Part Four, Preventing burnout, helps educators understand how burnout develops in caring professions and recognise patterns such as role creep and overcommitment, while applying practical strategies to protect energy and sustain wellbeing over time.
Creating supportive psychologically safe school environments Part Five, Creating supportive and psychologically safe school environments, helps educators understand psychological safety and the everyday behaviours that build trust, encourage speaking up, and strengthen wellbeing and team effectiveness across school communities.	

Industry resources: Resilient Sites Toolbox Talks

Resilient Sites Toolbox Talks is an eight part series of resources designed with Lysander. This toolkit provides practical, ready-to-use support to help frontline leaders working across building, civil works, infrastructure, mining, trades, demolition, and maintenance, to confidently identify and address psychosocial hazards through everyday site conversations.

Low job control

A practical toolbox talk kit to help leaders have real conversations with their crew about how much say workers have in the way work gets done, and why job control matters for safety, wellbeing, and teamwork.

Bullying, harassment and aggression

A practical toolbox talk kit to help crews understand bullying, harassment, and violent or aggressive behaviours, where everyday behaviour crosses the line, why respect is a safety issue, and what to do when behaviour becomes unsafe.

Unachievable job demands

A short, practical toolbox talk kit to support conversations about constant pressure, unrealistic timeframes, long hours, and doing more with less, and how these demands impact safety, wellbeing, and performance.

Poor physical environment

A short toolbox talk kit to help you discuss with your crew how site conditions, including amenities, walkways, noise, dust, lighting, and break spaces, affect energy, focus, morale, safety, stress, and fatigue.

Inadequate reward and recognition

A practical toolbox talk kit to help talk to your crew and explore why recognition matters, how a lack of reward and recognition can affect morale, motivation, and safety, and how small actions can make a real difference on site.

Remote or isolated work

A practical toolbox talk kit for discussing remote or isolated work, particularly across FIFO, DIDO, and regional sites, and how isolation and disconnection can affect mental health, focus, and safety.

Poor workplace relationships

A toolbox talk kit to help you talk with your crew and discuss how everyday interactions on site, including tone, respect, and how people treat each other, directly affect safety, trust, teamwork, and wellbeing.

Traumatic events

A structured toolbox talk kit to help leaders and crews talk about traumatic events on site in a practical, respectful, and safety-focused way, with simple language and tools to support confident conversations.

Leading Well at Work

Leading Well at Work is a seven part series developed with Lysander to equip people leaders working in early childhood, primary, secondary, and higher education, to manage diverse teams, embed inclusive practices, and shape psychologically healthy work culture.

Introduction | Supporting a good, safe workplace

Understand what "good" and "safe" work looks like in practice and the role of leaders in embedding wellbeing, fairness and psychological safety.

Supporting physical or intellectual disability

Support team members with physical or intellectual disability and create accessible work environments

Nurturing a Gender Inclusive Workplace

Build inclusive leadership practices that support gender equity, respect, and participation.

Preventing racial discrimination at work

Recognise, prevent and respond to racial discrimination and foster respectful, culturally safe workplaces.

Supporting multi-generational workplaces

Manage and engage teams across different generations, needs and work styles.

Supporting multicultural workplaces

Lead culturally diverse teams effectively and build inclusive, culturally responsive work practices

Supporting team members with neurodiversity

Understand neurodiversity and lead in ways that support different thinking styles, strengths and needs.



Smarter Work Design Tools

Smarter Work Design Tools helps people leaders identify and address psychosocial risks by improving how work is designed. Rather than focusing on helping people cope with unreasonable demands, the tool supports practical changes to workload, role clarity, autonomy and fairness. Designed for leaders in any industry, it provides a simple, evidence-based approach to redesigning work, not the worker.

The leader guide

A short course that discusses why work design matters, the five focus areas, your role, and how the tools support you.

The self-audit

A short digital survey-based diagnostic that identifies risks across key domains (role clarity, workload, autonomy, flexibility, support).

SMART toolkit

Practical resources for leaders to address identified risks. Includes checklists, conversation prompts, and examples of micro-changes to improve work design.



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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.

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