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# Employer Training Program

Quarter 1, 2025

we help people get their lives back

# WORKERS COMPENSATION



Events	Description
<b>Complex Case Management - Dispute Management</b>   <a href="#">EML</a>	This training provides an overview of the dispute process from how agents make decisions to dispute resolution and preventing disputes. <b>06 Feb 9:30 am – 11:30 am</b>
<b>Workers' Compensation: National Updates and Insights</b>   <a href="#">EML</a>	An informative session where the latest market updates across the jurisdictional schemes of SA, NSW and Vic are explored. <b>25 Feb 9:30 am – 10:30 am</b>
<b>Advanced Workers' Compensation Masterclass – Key barriers and motivators for success during eligibility</b>   <a href="#">EML/Procure</a>	Listen to experts in Workers' Compensation, Injury Management, and Claim Investigations as they cover important aspects of workers' compensation that improve compliance, reduce the risk of time lost, improve engagement work with injured workers and assist presenting the best business case during the claim eligibility phase. <b>19 Mar 9:30 am – 10:30 am</b>

# RETURN TO WORK



Events	Description
<b>Engaging Effectively with Health Professionals to Improve Return to Work Outcomes</b>   <a href="#">WORK REHAB</a>	This training is designed for professionals involved in return to work (RTW) programs, including HR 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. <b>11 Feb 9:30 am – 11:30 am</b>
<b>Complex Case Management - Return to Work Planning</b>   <a href="#">EML</a>	This workshop equips participants with strategies for managing complex return to work cases, covering common barriers, stakeholder engagement, and fostering a positive return to work culture. <b>06 Mar 10:00 am – 12:00 pm</b>
<b>Introduction to the Mutual Benefits Program Masterclass</b>   <a href="#">MUTUAL BENEFITS</a>	This session will provide participants with an overview of EML's innovative, value add solutions available complimentary to all EML Group customers, that can transform your approach to workplace safety and injury management, including: employer training, management tools, industry leading offers as well as workplace resources. <b>12 Mar 9:30 am – 10:30 am</b>
<b>Role of the Return to Work Coordinator (VIC)</b>   <a href="#">WORKPLACE INTERVENTIONS</a>	This 2-day training, 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 NEW content to learn how to facilitate safe and sustainable return to work plans under the WIRC Act 2013. A WorkSafe endorsed Certificate will be provided upon full participation in the RTWC training. <b>25-26 Mar 9:00 am – 4:00 pm</b>
<b>Supporting Staff to Return to Work with a Mental Injury</b>   <a href="#">IPAR</a>	This workshop delves into the key mental health and injury barriers encountered throughout the return to work process from multiple worker level perspectives. Customised strategies aimed at effectively overcoming these barriers are also discussed. <b>27 Mar 9:30 am – 11:30 am</b>

# HEALTH, SAFETY & WELLBEING



Events	Description
<b>Safety Series Part One - Hazard Identification and Reporting   PHSA</b>	<p>This session will provide a broad overview of Workplace Health &amp; Safety legislation in Australia including the obligations of both employer and employee; understanding the difference between risks and hazards; identifying hazards within the workplace; designing work with safety in mind and the importance of Workplace Health &amp; Safety consultation and positive reporting culture within the workplace.</p> <p>21 Jan 9:30 am – 11:00 am</p>
<b>Outdoor Sun Safety   CANCER COUNCIL</b>	<p>Led by public health professionals from Cancer Council NSW, this session is targeted at workplace leaders to raise awareness about the risk of skin cancer for those working outdoors for all or part of their day, and what they can do to plan and implement practical and sustainable sun safety approaches to support a sun safe workplace culture.</p> <p>29 Jan 9:30 am – 10:30 am</p>
<b>Worker Safety   LET'S TALK ABOUT SAFETY</b>	<p>In this session Patrizia Cassaniti talks from the reality of tragedy to inspire the individual to always recognise complacent moments but shift mindset on how we show up to work, no matter what job we do. Every worker must make working safe a priority not just a necessity so we can all go home safe .</p> <p>30 Jan 9:30 am – 10:30 am</p>
<b>Safety Series Part Two - Risk Assessment and Safety Management   PHSA</b>	<p>This session will provide participants with a broad overview of risk assessment and safety management including Australian based risk data; risk management processes; how to conduct a risk assessment; managing risk from a model codes of practice perspective and understanding the international standard for managing safety in the workplace (ISO 45001).</p> <p>20 Feb 9:30 am – 11:00 am</p>
<b>Safety Series Part Three - Controlling Risk   PHSA</b>	<p>This session will bring together the pertinent learnings from Workplace Health &amp; Safety session 1 and 2 enabling the audience to identify and implement practical strategies, systems and processes to control the identified risks within their workplace.</p> <p>20 Mar 9:30 am – 11:00 am</p>

# MENTAL HEALTH



Events	Description
<b>Psychosocial Safety Investigations: Tackling Tricky People Issues at Work   FLOURISH DX</b>	<p>Learn how to effectively investigate psychosocial safety incidents by exploring key frameworks, considerations, and leadership roles. Gain insights to enhance your organisation's approach to managing psychosocial risks.</p> <p>22 Jan 1:00 pm – 2:30 pm</p>
<b>Managing for Team Wellbeing   BLACK DOG INSTITUTE</b>	<p>Led by an expert psychologist specialising in workplace mental health, this 3-hour interactive training workshop gives leaders strategies to improve mental health at an organisational level.</p> <p>05 Feb 9:30 am – 12:30 pm</p>
<b>Mental Health First Aid (VIC)   EML</b>	<p>This 2-day workshop provides participants with the essential skills to provide Mental Health First Aid in the workplace with participants receiving a accreditation as a Mental Health First Aider through Mental Health First Aid Australia.</p> <p>12-13 Feb 9:00 am – 4:00 pm</p>
<b>Safe Spaces, Strong Teams   LYSANDER</b>	<p>This session focuses on the importance of psychological safety in the workplace. You will learn why creating safe and inclusive environments is essential to preventing injuries and supporting mental health. The session provides practical, evidence-based strategies to reduce risks and improve team wellbeing and morale.</p> <p>18 Feb 9:30 am – 11:30 am</p>
<b>Mental Health First Aid (NSW)   EML</b>	<p>This 2-day workshop provides participants with the essential skills to provide Mental Health First Aid in the workplace with participants receiving a accreditation as a Mental Health First Aider through Mental Health First Aid Australia.</p> <p>26-27 Feb 9:00 am – 4:00 pm</p>
<b>Wellbeing Conversation Toolkit Workshop   WORK REHAB</b>	<p>This workshop is designed to equip people leaders with the knowledge and confidence to manage psychosocial risk and undertake wellbeing conversations.</p> <p>04 Mar 9:30 am – 12:30 pm</p>
<b>Mental Health in the Workplace and How to Manage Psychosocial Hazards   PROCARE</b>	<p>Led by an expert psychologist specialising in workplace mental health. This facilitated session will give leaders training on how to recognise, promote and provide mentally healthy workplaces, practically mitigate psychosocial hazards, and conduct sensitive, supportive conversations.</p> <p>13 Mar 9:30 am – 11:00 am</p>

## JANUARY

- 21 Safety Series Part One - Hazard Identification and Reporting | **PHSA**  
● 9:30am - 11:00am
  
- 22 Psychosocial Safety Investigations: Tackling Tricky People Issues at Work | **Flourish DX**  
NEW ● 1:00pm - 2:30pm
  
- 29 Outdoor Sun Safety | **Cancer Council**  
● 9:30am - 10:30am
  
- 30 Worker Safety | **Let's Talk About Safety**  
NEW ● 9:30am - 10:30am

- 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/training](https://eml.com.au/training)

## FEBRUARY

- 05 Managing for Team Wellbeing | **Black Dog Institute**  
● 9:30am - 12:30pm
  
- 06 Complex Case Management - Dispute Management | **EML**  
● 9:30am - 11:30am
  
- 11 Engaging Effectively with Health Professionals to Improve Return to Work Outcomes | **Work Rehab**  
● 9:30am - 11:30am
  
- 12 Mental Health First Aid (VIC) | **EML**
- 13 ● 9.00 am – 4.00 pm
  
- 18 Safe Spaces, Strong Teams | **Lysander**  
NEW ● 9:30am - 11:30am
  
- 20 Safety Series Part Two - Risk Assessment and Safety Management | **PHSA**  
● 9:30am - 11:00am
  
- 25 Workers' Compensation: National Updates and Insights | **EML**  
● 9:30am - 10:30am
  
- 26 Mental Health First Aid (NSW) | **EML**
- 27 ● 9.00 am – 4.00 pm

## MARCH

- 04 Wellbeing Conversation Toolkit Workshop | **Work Rehab**  
● 9:30am - 12:30pm
  
- 06 Complex Case Management - Return to Work Planning | **EML**  
● 10:00am - 12:00pm
  
- 12 Introduction to the Mutual Benefits Program Masterclass | **Mutual Benefits**  
NEW ● 9.30am - 10.30am
  
- 13 Mental Health in the Workplace and How to Manage Psychosocial Hazards | **Procare**  
● 9.30 am – 11.00 am
  
- 19 Advanced Workers' Compensation Masterclass – Key barriers and motivators for success during eligibility | **EML/Procare**  
NEW ● 9.30 am – 10.30 am
  
- 20 Safety Series Part Three - Controlling Risk | **PHSA**  
● 9:30am - 11:00am
  
- 25 Role of the Return to Work Coordinator (VIC) | **Workplace Interventions**
- 26 ● 9.00 am – 4.00 pm
  
- 27 Supporting Staff to Return to Work with a Mental Injury | **IPAR**  
● 9.30 am – 11.30 am

Our **Employer Training Program** is facilitated by in-house experts and the following industry specialists:



We welcome and thank our newest **Quarter 1 Employer Training Facilitators:**



Our Employer Training Program  
is proudly funded by



The Mutual Benefits Program is funded by Employers Mutual Limited.  
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