

The VIC Workplace Mental Health Program

Equipping Victorian organisations with best practice strategies for identifying and managing mental health issues.



Date: Tuesday 29th September

Venue: Melbourne Convention and Exhibition Centre

The increasing prevalence of mental health issues throughout Australia's adult population has heightened the need for Australian organisations to refocus on their duty of care to all employees.

The Workplace Mental Health Program represents a critical platform for Victorian organisations to explore their duty of care to their employees and develop practical strategies to effectively deal with common workplace mental health issues.



beyondblue
Depression, Anxiety



The Mental Health in the
Australian Workplace
LinkedIn Group



AUSTRALIAN SCHOOL
OF APPLIED MANAGEMENT

In conjunction with The 2015 Mental Health in the Australian Workplace Conference



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Overview

ABS statistics show that one in five Australian adults will experience a mental illness in any given year. Accordingly, mental illness is a major and often underappreciated issue for Australian employees and their organisations. Research indicates that job stress and other work-related psychosocial hazards are emerging as the leading contributors to the burden of occupational disease and injury.

This full day program will assist participants to develop strategies to support good mental health within their organisation. In addition to hearing from a number of mental health experts, participants will engage in practical sessions designed to rapidly develop both their understanding of, and their approaches to, mental health in the workplace.

Who Should Attend?

A wide range of human resources practitioners and professionals within the workplace health arena will be in attendance. Workshop content will be appropriate for organisations across the public, private and not-for-profit sectors.

Workshop Themes

During the full day program, four overarching themes will be used to explore the complexities of managing mental health in the workplace. The workshop will cover workplace responsibilities and potential legal implications, ways to effectively identify mental health issues, approaches to overcome everyday challenges and strategies for implementing more long term solutions. Each theme will be explored through a keynote presentation and practical development session.

The key themes are:

- **Psychological Safety - Step by Step Management of Presenting Mental Health in the Workplace**
- **Managing Performance Issues – Scenario Discussion, Recent Legal Cases**
- **The Future is Mentally Healthy Workplaces**
- **Strategic Wellbeing – Examining the Full Range of Wellbeing Solutions Through Recent Learning**





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THEME 1

Keynote Presentation 9.20am – 10.40am

Psychological Safety - Step by step Management of Presenting Mental Health in the Workplace

Michele Grow

Chief Executive Officer
Davidson Trahaire Corpsych
Davidson Trahaire Corpsych



Michele is the CEO of Davidson Trahaire Corpsych (DTC), a national corporate psychology firm providing EAP, critical incident management and employee wellbeing services. She has particular expertise in the areas of employee wellbeing and workplace risk management including employee wellbeing, mental health, fatigue management, stress, and bullying. Michele is a regular presenter on workplace issues and has conducted benchmarking research on the impact of work-related issues on individuals

She holds multiple fellowships including Fellow of the Australian Human Resource Institute, Fellow of the Australian Institute of Management, and Associate Fellow of the Australasian College of Health Service Management. Michele is also a member of Chief Executive Women and the Australian Institute of Company Directors and an active participant in the international professional bodies for stress, conflict and workplace bullying. She holds tertiary qualifications in HRM, Corporate Management and Business.

Followed by a development session:

Participants will be challenged to think like an OH&S auditor. Instead of walking around the office looking for physical hazards, they are looking for psychosocial hazards. How do they apply the same processes – identification, risk assessment, reporting, remedial action to psychosocial hazards. What would a manager would do if someone told them they were experiencing anxiety / has bipolar / is threatening suicide? Each of these will involve many potential steps and considerations, some of which are unique to the presenting problem.



THEME 2

Keynote Presentation 11.00am – 12.40pm

Managing Performance Issues – Scenario Discussion, Recent Legal Cases

Andrew Douglas

Principal, Workplace Relations
Practice Group Head (VIC)
M+K Lawyers



Andrew is Director at M+K Lawyers and Victorian Head of the Workplace Relations team. Andrew is a highly sought after Employment + Safety professional within Australia. Andrew's proactive approach to understanding ever-changing IR and OHS laws ensures his clients are always one step ahead of their competition. Andrew was the Editor in Chief of the OHS Handbook, a national OHS loose leaf service for OHS practitioners and small to medium size enterprises, and writes on workplace law issues such as industrial relations, employment law, OHS, equal opportunity, privacy, surveillance and workers' compensation for both print and electronic media. Andrew is also a National Director of The Duke of Edinburgh's Award in Australia and Chairman of Awards Victoria, and is an Honorary Fellow of the Safety Institute of Australia. Andrew guest lectures at the University of Victoria and VIOSH and speaks at various seminars and conferences, as well as provides training, in respect of business development, Industrial Relations, Employment and OHS. Andrew's principal areas of practice are in Industrial Relations, Employment, Equal Opportunity and OHS Law - appearing in Courts, Tribunals and Commissions throughout Australia.

Followed by a development session:

Participants will have a chance to talk through scenarios based on recent legal cases. Andrew Douglas and Simon Brown –Greaves will co-facilitate this session where participants will be encouraged to share and develop strategies to manage performance issues related to Mental health in their workplace.



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THEME 3

Keynote Presentation 1.30pm – 3.10pm

The Future is Mentally Healthy Workplaces

Patrice O'Brien

Workplace Engagement Manager, Beyond Blue



An OT qualified, Senior Account Manager with over 5 years customer engagement and relationship management experience and more than 10 years experience in the workplace health industry. Has strength in leading projects and applying a strategic approach to maximising outcomes. A clear communicator, with the demonstrated ability to quickly and effectively build rapport and develop partnerships with diverse stakeholders, both at an individual and organisational level.

Followed by a development session:

We will examine what the workplace is likely to look like in the future and what we will need to do to make ourselves and our colleagues more resilient. This is a chance to view material that talks about workforce trends and issues.



THEME 4

Keynote Presentation 3.30pm – 4.40pm

Strategic Wellbeing – Examining the Full Range of Wellbeing Solutions Through Recent Learnings

Susan Crawford

Consultant Psychologist, FBG



Susan is a Principal Consultant at FBG where she works with a wide variety of clients on people and performance matters. Susan is an experienced educator, consulting psychologist and facilitator with broad experience across all business sectors. In her consultancy work, Susan is passionate about making workplaces happier and healthier places and she develops and delivers leadership development programs that impact positively on workplace cultures and performance. She brings a wealth of experience relating to organisational surveys, training and facilitation, team reviews, conflict management, executive coaching and career planning.

In her work, Susan draws on her eclectic set of work experiences that include teaching, lecturing research and consulting. Susan has worked in the public sector across a broad range of departments, as well as a number of local councils and authorities. Her vast private sector experience includes local, national and global organisations, with her knowledge, experience and understanding also extending to the not-for-profit sector.

Susan brings a wealth of experience, a focus on quality, a collaborative approach and effective communication and engagement to all the work she does.

Followed by a development session:

We will try to identify the core wellbeing issues in their organisation and the most appropriate wellbeing strategies and initiatives for their organisation. A discussion will take place with regard to peer support and whether it might work in their organisation. The session will assist in organisations developing high level wellbeing strategies.



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Workshop Facilitator

Simon Brown-Greaves

Director and Organisational Psychologist, FBG Group



Simon Brown-Greaves is an experienced senior executive manager and organisational psychologist with more than 20 years' involvement in helping businesses and public sector organisations align people and performance. He has extensive experience in managing multi-disciplinary teams and delivering human capital projects and services in the Australian market. Simon is the co-owner and Director of FBG Group, an organisation that provides high quality, customised leadership and organisational consulting services.

Workshop details

- Date:** Tuesday 29th September 2015
- Location:** Melbourne
- Venue:** Melbourne Convention and Exhibition Centre
- Time:** 8:30am – 4:45pm

Organiser



The Australian School of Applied Management (ASAM) oversees several of Australia's leading adult education institutions including the Workplace Training Advisory of Australia, Women & Leadership Australia and the WTAA Registered Training Organisation. In addition to an expansive range of management education services, ASAM's relationship with a unique public and private sector stakeholder group enables it to track the ever changing needs of the Australian workforce. ASAM's Seminars and Events arm is one of Australia's leading providers of professional development conferences covering such areas as employee engagement and wellbeing, diversity and gender equality, organisational culture and leadership and management.

Further Information

Veronica Lake - Workshop Director
 1300 138 037
vlake@asam.edu.au



REGISTRATION FORM

THIS DOCUMENT IS A TAX INVOICE

Return via email to info@asam.edu.au or fax 1300 451 031
or purchase tickets online at www.wmh-program.com.au
An initiative of the Workplace Training Advisory Australia (ABN 99 127 679 010)

THE VIC WORKPLACE MENTAL HEALTH PROGRAM 2015

Tuesday 29th September 2015, Melbourne

Today's date:	Phone:
Organisation name:	Fax:
Contact name:	Email:
Title/position:	Postal address:

Names of participants	Title/position	Email (required for confirmation details)
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		

Fees GST incl.			FOR LARGE GROUP BOOKINGS PLEASE CONTACT ASAM ON 1300 138 037
	Early Bird (ends 30th October)	Standard rate	
Single delegate	\$595 pp	\$895 pp	
Three or more delegates	\$550 pp	\$750 pp	

TOTALS	
TOTAL DELEGATES:	TOTAL REGISTRATION FEES DUE: \$

HOW DID YOU HEAR ABOUT THIS EVENT?

DIETARY REQUIREMENTS:

BOOK TICKETS ONLINE AT: www.wmh-program.com.au

PAYMENT METHODS			
<input type="checkbox"/> Please Invoice Me			
CREDIT/DEBIT CARD VISA, MASTERCARD ONLY	Name		Amount \$
	Card Number		Signature:
	Expiry Date	Verification No. <small>3 digit number on card signature strip</small>	
EFT	Ac Name: Workplace Training Advisory Australia P/L	Bank Name: Westpac, Melbourne	BSB: 033-002 A/c No. 380159
*Please email remittance advice to: finance@wtaa.edu.au			

FURTHER DETAILS	
Telephone: 1300 138 037 / Email: info@asam.edu.au / Post: PO Box 4079, Melbourne University, VIC 3052	15-MHP-EDM

Payment in full must be made prior to event. Submission of this registration form indicates your intent to make full payment. Cancellation Policy – A substitution delegate is always welcome with written notification. Cancellations received up to 6 weeks prior to the event will incur a 50% withdrawal fee. For cancellations received within 6 weeks of the event no refund will be issued. Every effort will be made to contact each attendee should an event be rescheduled or cancelled by WTAA for any reason. If an event is rescheduled or not held for any reason, WTAA's liability is limited to the event fee only. Indemnity - WTAA reserves the right to change the venue and/or speakers of any event due to circumstances beyond its control. In the event of changes to venue or speakers, or cancellation of the event, WTAA is indemnified against any or all costs, damages, expenses, including legal fees, which are incurred by the attendee/s. In the case of venue change, all reasonable efforts will be made to inform attendees. I understand that by registering myself and/or others as attendees at this event, photos or video may be taken by WTAA of this event, which may be used for marketing purposes.

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