

**WorkSafe
Month 2025**

Safety: every job, every day

2025

WorkSafe Month

Program of Events



**WORKCOVER
BOARD**
Tasmania

An initiative of the WorkCover Board
Tasmania, delivered by WorkSafe Tasmania.



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About the WorkCover Board Tasmania

The WorkCover Board Tasmania (the Board) provides strategic oversight to Tasmania's work health, safety and injury management schemes.

It is supported in this by WorkSafe Tasmania and involves workers, employers, medical practitioners, insurers, unions, employer associations and others to ensure Tasmania has:

- a fair and equitable, efficient and affordable workers compensation scheme
- good return to work outcomes
- safer workplaces for all Tasmanian workers.

The Board monitors the performance of the workers compensation scheme and provides ongoing advice to government on opportunities for improvement. It also funds WorkSafe Tasmania to deliver initiatives and programs with stakeholders to improve performance and regulate the scheme.

WorkSafe Tasmania is the independent work health and safety regulator, providing education and advice to employers and workers, monitoring for compliance and taking enforcement action when needed.

WorkSafe Tasmania supports the Board's functions, including overseeing the Tasmanian workers compensation scheme and ensuring effective injury management. WorkSafe informs the Board of emerging national work health and safety issues and developments in work health and safety matters in other jurisdictions.



The month at a glance

Date	Time	Location	Title	Page
1 October	10am – 11am	Webinar	Work-oriented treatment, best practice strategies for mental health management in the workplace	32
1 October	12pm – 1pm	Webinar	EMDR for workplace trauma: healing minds, restoring wellbeing	12
1 October	2pm – 2:45pm	Webinar	Navigating cyber security safely in the workplace	22
2 October	10am – 11am	Webinar	How to positively influence your workers' compensation premium	18
2 October	12pm – 1pm	Webinar	Do's and don'ts when going digital	10
2 October	2pm – 3pm	Webinar	Electrical compliance: before, during and after the job	12
3 October	10am – 11am	Webinar	How to excel and be well	17
6 October	10am – 11am	Webinar	Measure, manage, mature: the next step in psychosocial risk management	20
6 October	12pm – 1pm	Webinar	Managing asbestos and silica into the future	20
6 October	2pm – 3pm	Webinar	Early psychosocial screening to identify individual risk	11
7 October	10am – 11am	Webinar	Neurodiversity and neurodivergence in the workplace	23
7 October	12pm – 12:30pm	Webinar	UV in the Workplace	31
7 October	1pm – 2 pm	Webinar	Understanding trauma and its impact on workplace leadership and culture	30
8 October	10am – 11am	Webinar	Understanding the challenges of people and plant interactions in the civil construction context	29
8 October	1pm – 2 pm	Webinar	An introduction to moral injury	8
9 October	10am – 11am	Webinar	Optimising mental health claims through peer review and external psychologist file review	25
9 October	12pm – 1pm	Webinar	Meeting workers where they are: regional mental health support that works	21
9 October	2pm – 2:30pm	Webinar	Family support framework implementation project	14

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15 October	1:30pm – 4pm	Hobart	Better Work Tasmania networking forum: Mine safety regulations, compliance from Mining Lease Attainment to Mine Abandonment /Closure	9
15 October	9am - 5pm	Hobart	Australian Institute of Health and Safety (AIHS) Tasmania Branch 2025 Symposium	33
15 October	9am – 11am	Devonport	WHS investigation training: murder mystery-style	31
15 October	11:30am – 12:30pm	Devonport	How to positively influence your workers' compensation premium	18
15 October	2:30pm – 3:30pm	Devonport	Understanding trauma and its impact on workplace leadership and culture	30
15 October	4pm – 4:30pm	Devonport	Silica safety	27
16 October	9am – 10am	Devonport	Evacuating an aged care home, managing risks to residents and workers	14
16 October	10:30am – 11:30am	Devonport	Tackling menopause in the workplace	28
16 October	12pm – 1pm	Devonport	Neurodiversity in the workplace	24
16 October	1:30pm – 3pm	Devonport	Fatigue and sleep, is it about how much, how good, and when you get your sleep	15
17 October	9am – 12pm	Launceston	Better Work Tasmania networking forum: Mine safety regulations, compliance from Mining Lease Attainment to Mine Abandonment /Closure	9
21 October	9am – 12pm	Tullah	Better Work Tasmania networking forum: Mine safety regulations, compliance from Mining Lease Attainment to Mine Abandonment /Closure	9
22 October	9am – 10am	Launceston	Understanding trauma and its impact on workplace leadership and culture	30
22 October	9am – 10am	Launceston	Evacuating an aged care home, managing risks to residents and workers	14
22 October	10:30am – 11:30am	Launceston	How to positively influence your workers' compensation premium	18
22 October	12pm – 2pm	Launceston	WHS investigation training: murder mystery-style	31

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22 October	1:30pm – 3pm	Launceston	Circles of trust, building high performance and safe workplace environments	10
22 October	2:30pm – 3:30pm	Launceston	Meeting workers where they are: regional mental health support that works	21
22 October	3:30pm – 4pm	Launceston	Silica safety	27
22 October	5.30pm - 8pm	Smithton	Better Work Tasmania networking forum: Mine safety regulations, compliance from Mining Lease Attainment to Mine Abandonment /Closure	9
23 October	9am – 10:30am	Launceston	Fatigue and sleep, is it about how much, how good, and when you get your sleep	15
23 October	11am – 12pm	Launceston	Electrical compliance: before, during and after the job	12
23 October	12:30pm – 2pm	Launceston	Those injuries that come along without an “ouch” moment. How to stop those niggles that become injuries, and why manual handling training and your ergonomic solutions rarely work	28
24 October	9am – 12pm	Burnie	Better Work Tasmania networking forum: Mine safety regulations, compliance from Mining Lease Attainment to Mine Abandonment /Closure	9
27 October	9am – 10am	Hobart	How to positively influence your workers’ compensation premium	18
27 October	9am – 10am	Hobart	Neurodiversity in the workplace	24
27 October	10:30am – 11:30am	Hobart	Leveraging participatory approaches and implementation science to enhance employer management of psychosocial risks	19

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27 October	12pm – 2pm	Hobart	WHS investigation training: murder mystery-style	31
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27 October	3:30pm – 4:30pm	Hobart	Electrical compliance: before, during and after the job	12
27 October	4:30pm – 5pm	Hobart	Silica safety	27
28 October	9am – 11am	Hobart	Recharging and re-energising while recovering from a work-related illness or injury	26
28 October	11:30am – 1pm	Hobart	Circles of trust, building high performance and safe workplace environments	10
28 October	1:30pm – 2:30pm	Hobart	Tackling menopause in the workplace	28
28 October	3pm – 4pm	Hobart	Meeting workers where they are: regional mental health support that works	21
28 October	9am - 4:30pm	Launceston	Unions Tasmania Health and Safety Representatives (HSR) Conferences	30
29 October	9am - 4:30pm	Hobart	Unions Tasmania Health and Safety Representatives (HSR) Conferences	30

Event summaries

An introduction to moral injury



Webinar

Wednesday 8 October, 1pm – 2pm

There has been increasing interest in moral injury in frontline occupations in recent years, among first responders, healthcare and social workers, teachers and a variety of community service occupations. This interest is likely to surge when 'moral problems' are added to the DSM-5 in September. This presentation is delivered by Dean Yates, author of *Line in the Sand*, a memoir published in 2023 that was acclaimed by moral injury and trauma experts around the world. Dean's presentation is informed by his own suffering of moral injury, following the deaths of two of his staff in a U.S. helicopter attack in Baghdad in 2007 when he was bureau chief for the international news agency, Reuters.

Presentation outline:

- Defining moral injury, from Ancient Greece to Covid-19
- The moral injuries Dean suffered
- Who is vulnerable?
- Similarities and differences with PTSD
- What will the addition of "moral problems" to the DSM-5 mean in practice?
- Focus on healthcare workers and first responders
- Moral injury and the challenge for workplaces

- Moral injury and workers' compensation
- Moral injury prevention and healing
- What worked for Dean

Presenter: Dean Yates, Author of critically acclaimed memoir *Line in the Sand*, workplace mental health expert/trainer

Dean Yates is the author of *Line in the Sand*, an acclaimed memoir published in 2023. Dean was a longtime journalist and bureau chief for the international news agency, Reuters. He covered some of the most traumatic events of the past 25 years. Dean's last role at Reuters was to create and roll out a mental health strategy for the company's 2,500 journalists. After leaving Reuters in early 2000, Dean ran his own workplace mental health consultancy and has been a frequent public speaker on mental health and trauma, including his 3 admissions to the Ward 17 psychiatric unit in Melbourne from 2016-2018 where he was treated for PTSD. Dean helped persuade the Tasmanian government to introduce legislation that made PTSD a presumptive work-related illness for state workers. Dean's journey was featured on ABC's *Australian Story* in 2023. Dean is a casual workplace services facilitator and trainer with Positive Solutions.

Better Work Tasmania networking forum: Mine safety regulations, compliance from Mining Lease Attainment to Mine Abandonment /Closure



Clarence on the Bay - Hobart

Wednesday 15 October, 1:30pm - 4pm



Launceston Conference Centre - Launceston

Friday 17 October, 9am – 12pm



Tullah Lakeside Lodge, Tullah

Tuesday 21 October, 9am – 12pm



Tall Timbers Hotel, Smithton

Wednesday 22 October, 5.30pm - 8pm



Burnie Central Townhouse Hotel - Burnie

Friday 24 October, 9am – 12pm

- Advise attendees of more information and links on the WorkSafe Tasmania website
- Answer immediate questions where possible and take them on notice.

Presenter: Willard Zirima, Chief Inspector of Mines, WorkSafe Tasmania

Willard Zirima is a hands-on Mining Engineer, certified Rock Mechanics Engineering practitioner (Geotechnical Engineer) and now on the Regulator side of the fence in Tasmania. Willard has nearly 40 years of mining experience, having progressed from the mining shop floor in the early 1980's, through mine production, management and technical roles after completing university.

As a hands-on professional with experience in Australia and overseas, Willard is driven by passion, ambition and eagerness to influence positive change and outcomes in challenging workplaces and people's lives and wellbeing.

This session aims to:

- Create an opportunity for attendees to meet, engage and network with the Office of the Chief Inspector of Mines, Inspectorate Team outside the usual workplace environment
- Provide attendees with an overview of current legislation setup
- Alert attendees to forthcoming changes in the Mining legislation
- Inform attendees (in simplified terms) of key features

Circles of trust, building high performance and safe workplace environments



Tailrace Centre, Launceston

Wednesday 22 October, 1:30pm – 3pm



MyState Bank Arena, Glenorchy

Tuesday 28 October, 11:30am – 1pm

Discover how trust can be built through the three core pillars: Character, Competence, and Connection. Together we'll see how these pillars form the foundation of a psychologically safe and high-performing workplace. Learn practical strategies to develop each pillar, cultivating integrity and reliability (Character), sharpening skills and delivering results (Competence), and fostering authentic relationships (Connection). Most importantly, we'll examine the vital role we play in building and sustaining trust at every level of our organisations. Whether you lead a team or work more as an individual, this workshop will equip you with tools to build and strengthen trust and drive a thriving workplace culture.

Presenter: Jon Fletcher

Jon is a visionary speaker and leadership coach whose dynamic approach inspires his audiences. As the first male head coach in the National Netball League, Jon shattered the glass ceiling and set new standards for inclusivity and excellence in the sport. With a focus on interactivity, he captivates the audience by blending storytelling, life experiences, and proven leadership strategies. His trailblazing journey in netball highlights his expertise in team dynamics but also emphasizes the importance of adaptability and resilience in leadership. Jon's passion

lies in empowering leaders and people of all backgrounds to embrace challenges, foster collaboration, and drive success within their organisations by taking them on a journey of growth and inspiration by sharing insights that transcend the world of sports and apply to every facet of leadership.

Do's and don'ts when going digital



Webinar

Thursday 2 October, 12pm – 1pm

Digital transformation is reshaping the way we work, communicate, and manage safety. This session is designed for anyone interested in improving workplace safety and efficiency through a digital means, focusing on practical solutions and lessons learnt. Providing practical, unbiased guidance on the do's and don'ts of going digital in the workplace. Drawing on real-world experience, this presentation explores how to evaluate if you are ready to go digital, the questions to ask to make sure you can 'see beyond the sales pitch' can be presented with some digital WHS solutions, and the pitfalls to avoid. Attendees will gain actionable tips to make digital adoption safer and more effective, regardless of the tools or platforms they use.

Presenter: Courtney Newman, Safety Forward

Courtney Newman is the founder of leading Tasmanian WHS business, Safety Forward who is passionate about practical, people-focused solutions. With extensive experience supporting organisations through digital change, Courtney offers unbiased advice to help workplaces

navigate the challenges and opportunities of going digital. Her approach is grounded in real-world experience and a commitment to sustainable safety.

Early psychosocial screening to identify individual risk



Webinar

Monday 6 October, 2pm – 3pm

In line with the Prevention of Psychosocial Hazards Code of Practice rolled out across Australian jurisdictions during the past two years, this webinar will show how psychosocial screening can be focused on individual workers rather than whole-of-workplace assessments. Participants will learn a simple, trust-engendering screening process to use within the first two weeks of claim lodgement. Case Managers or Safety Officers can introduce the questionnaire with an empathetic script, explaining there are no right or wrong answers and then offer a short-form tool to classify risk. We will focus on the Örebro Musculoskeletal Pain Screening Questionnaire–Short Form (ÖMPSQ-SF), a 10-item gold-standard instrument assessing pain, fear avoidance, mood and work expectations. When elevated risk is identified, early referral pathways can ensure individuals rapidly access appropriate psychosocial support or workplace adjustments. Without requiring specialist clinical training, you will leave equipped with the tools to integrate psychosocial screening into your existing processes, interpret results and define referral pathways, ultimately improving recovery timelines and reducing claim costs.

Presenter: Dr Mary Wyatt presented by the Tasmanian Association of Vocational Rehabilitation Providers Inc.

Dr Mary Wyatt is an occupational physician who is active in policy development and research through AFOEM and other organisations. Her main focus is in seeing research put into practice. Her decades of experience working in injury management has included running an early intervention case management approach across several medium to large employers. Prior to specialising in the 1990s, Mary was a treating GP and after specialising as a treating occupational physician, other work has included IMEs, running RTWMatters.org (a non-profit seeking to share evidence-based practices that support better RTW), research on RTW for Safe Work Australia, teaching via Monash University, and various scheme reviews of return to work and claims management for policymakers. Mary is the lead Fellow in AFOEM / RACP's most recent Health Benefits of Good Work® policy development, It Pays to Care: Bringing evidence-informed practice to work injury schemes helps workers and their workplaces. An imperative for change.



Electrical compliance: before, during and after the job



Webinar

Thursday 2 October, 2pm – 3pm



Tailrace Centre, Launceston

Thursday 23 October, 11am – 12pm



MyState Bank Arena, Glenorchy

Monday 27 October, 3:30pm – 4:30pm

This session will help equip Tasmanian electrical contractors, supervisors and business owners with a practical understanding of the legal and compliance requirements they must meet before, during, and after carrying out electrical work. Together we will break down what needs to be in place before sending a worker to site including licence checks, electrical worker registers, CPD compliance, and risk assessments. We'll then walk through your key obligations during the job, including apprentice supervision, PPE, SWMS reviews and live work consultation. Finally, looking at completion requirements, including mandatory testing prior to energisation and safely managing unfinished work.

Presenter: Mick Dougan, Master Electricians Australia

Mick Dougan brings with him more than 25 years of experience in the electrical industry, including running his own contracting business. As part of MEA's national team, he supports members with safety, environmental, and technical advice, conducts audits and consultations, and keeps everyone updated on regulatory changes. Mick also facilitates training events, leveraging his expertise to enhance

members' skills and knowledge. With a Certificate IV in WHS, he ensures high safety standards and compliance. Joining Mick, by helping answer your questions will be Michael Thomas (moderator), who has more than 35 years of experience as an electrician, with 25 of those spent as a contractor. With his extensive background in the electrical industry, Michael brings practical, hands-on knowledge to ensure safety standards are consistently upheld in the field.

EMDR for workplace trauma: healing minds, restoring wellbeing



Webinar

Wednesday 1 October, 12pm – 1pm

Workplace trauma from accidents, harassment, or chronic stress can profoundly affect employee wellbeing, productivity, and organisational culture. Grounded in neuroscience and trauma-informed care principles, Eye Movement Desensitisation and Reprocessing (EMDR) offers an evidence-based pathway to healing. This session bridges research and practice, giving attendees actionable strategies that can support employees and create psychologically safe workplaces.

The session will begin by outlining the neuroscience behind EMDR, explaining how bilateral stimulation can facilitate the brain's natural healing processes. We will delve into practical applications of EMDR in workplace settings, and its effectiveness in treating trauma from workplace accidents, harassment, or chronic stress. Case studies will highlight real-world examples of EMDR's impact on individuals and teams. This session includes an interactive

activity where participants will experience a simplified version of EMDR (e.g., guided eye movements or tapping) to understand its calming effects. Additionally, a Q&A to address common misconceptions and practical considerations for implementing EMDR in workplace wellbeing initiatives. By the end of the session, attendees will leave with actionable insights to develop a trauma-informed workplace culture and promote long-term wellbeing.

Presenter: Saarah Bone, PeopleSense: Psychology & Wellbeing by Altius

Sarah Bone is a Registered Psychologist and Regional Principal Consultant and Team Manager at PeopleSense: Psychology & Wellbeing by Altius. With over 12 years of experience, she specialises in working with adults and couples, treating anxiety, depression, trauma, and relationship difficulties. Sarah is also a member of the Australian Psychological Society, Medicare registered and holds AHPRA certification. Skilled in evidence-based therapies such as EMDR, CBT, ACT, and Gottman Method Couples Therapy, Sarah is known for her high energy, humour, and genuine, non-judgmental approach. She creates a safe space for clients to develop skills and achieve their goals. With experience in insurer-funded schemes, crisis response, and psychological first aid, she helps clients navigate life's challenges and recover from trauma. Sarah holds a Bachelor of Arts (Hons) in Psychology and is based in Busselton and Margaret River, Western Australia, offering in-person and telehealth services.



Evacuating an aged care home, managing risks to residents and workers



paranaple Centre, Devonport

Thursday 16 October, 9am – 10am



Tailrace Centre, Launceston

Wednesday 22 October, 9am -10am

This presentation will provide a detailed analysis of the key lessons learned from the full evacuation of Rubicon Grove, an 80-bed residential aged care facility, including the significant challenge of 10 staff members being taken to hospital. It will cover the challenges faced, the effectiveness of emergency protocols, and the critical insights gained to improve future preparedness. The presentation will highlight the logistical complexities of relocating vulnerable residents, and maintaining continuity of care in a high-stress environment. It will include key strategies, and the role of external stakeholders in facilitating a smooth evacuation, exploring what worked well, where gaps were identified, and what improvements were implemented as a result. It will provide learnings which are applicable across various sectors, focusing on strengthening emergency response plans, staff wellbeing and crisis management. By prioritizing preparedness, we can all contribute to the safety of our employees and the broader community.

Presenter: Natalie Neilson, OneCare Ltd

Natalie joined OneCare almost 5 years ago, and became Chief Operations Officer in 2023 overseeing HR, IT, Marketing and Communications, plus operational services at 5 Residential Aged Care facilities. Natalie has more than a decade's experience in HR, operations and change management.

Having worked in the aged care, health and community sectors for more than half her career, she is passionate about enabling people to provide the best possible care and support for our clients.

Presenter: Carmen ter Rahe, OneCare Ltd

Carmen is a senior health, safety, and wellbeing leader with more than two decades of experience across aged care, humanitarian work, government, emergency services, and global industry. Currently serving as Manager of Safety, Health and Wellbeing at OneCare, she has previously led national safety strategy for the Salvation Army Aged Care and held senior leadership roles with Telstra, Bechtel, Worley, and Cement Australia. Alongside her corporate and not-for-profit leadership, Carmen has worked with the United Nations, defence, police, and government agencies worldwide as a Behavioural and Emergency Risk Specialist. She holds academic qualifications in occupational health and safety, forensic behavioural science, humanitarian and disaster management, and investigations, and is recognised for building strong safety cultures, driving organisational resilience, and embedding psychosocial and critical risk management in complex environments.

Family support framework implementation project



Webinar

Thursday 9 October 2pm – 2:30pm

This session will explore the origin and purpose of the Family Support Framework Implementation (FSFI) Project. Initiated by the WorkCover Board Tasmania, the project is critical to strengthening support for

workers who have been seriously injured and for families affected by an industrial death. It also aims to enhance the support available to WorkSafe Tasmania staff and stakeholders.

Join this session to learn how the project's recommendations will make a difference across the Tasmanian community.

Presenter: Tracy Harvey, WorkSafe Tasmania

Tracy Harvey is a Project Manager in the Policy and Projects Unit at WorkSafe Tasmania. Since May 2024, she has led the implementation of the FSFI Project, including the introduction of Tasmania's first Family Liaison Officer role. Over the coming years, she will oversee the delivery of more than 24 recommendations designed to improve support for injured workers, affected families, and the broader community.

Fatigue and sleep, is it about how much, how good, and when you get your sleep



paranaple Centre, Devonport
Thursday 16 October, 9am – 10am



Tailrace Centre, Launceston
Wednesday 22 October, 9am -10am



MyState Bank Arena, Glenorchy
Monday 27 October, 2:30pm – 4pm

Fatigue is a topic often discussed but not frequently addressed in many workplaces. Companies are exposed to a situation where their initiatives are not effective and technically indefensible. This session outlines the fundamental causes of fatigue and its potential effects. We will also look

at what organisations need to do to care for their teams appropriately and often provide answers to common questions on the subject.

- What should I do if I feel fatigued but am afraid to speak up at work?
- How many hours can we work for?
- How can I recognise the signs of fatigue in myself and my colleagues?
- I feel alright; I'm okay with having 5.5 hours of sleep per night, aren't I?
- Are there specific tools or technologies to help monitor and manage fatigue?

Presenter: Ricky Langford, HPWHI

Ricky is a Sport and Exercise Scientist with advanced qualifications, including a Master's in Exercise-based Orthopaedic Rehabilitation, a Certificate in Public Health, and further education in Sleep and Fatigue. His previous roles include serving as High Performance Manager for AFL Tasmania, the Tasmanian Tigers Cricket Team, consulting for the AFL, and, during 2004-05, was the High-Performance Manager for the Australian Cricket Team and continues to consult for individual athletes and teams. While working in Elite sport, Ricky founded the Healthy Business Performance Group, which became Australia's leading workplace health organisation by introducing award-winning, innovative methods addressing unplanned absenteeism, injury mitigation, and fatigue management. In 2019, he transitioned from HBPG to establish HPWHI, a more specialised and highly skilled group dedicated to tackling these critical issues for organisations. HPWHI's clients are a combination of high-performing white-collar and blue-collar sectors, encompassing Australian and major multinational organisations.



HOP into contractor safety



**MyState Bank Arena,
Glenorchy**

Monday 27 October, 10:30am –
11:30am

This session will give practical information on integrating the Human and Organisational Performance (HOP) Principles into the four pillars of Contractor Safety Management. It will introduce to the 5 Principles of HOP, the 4Ds, and the 4 Pillars of Contractor Safety Management. The session will outline how the integration of the HOP principles into each of the 4 pillars can lead to a more effective and resilient contractor safety management system that prioritizes learning, improvement, and collaboration. The session will give tangible examples of how to integrate the principles into your workplaces Contractor Safety Management.

Presenter: Adrian Connolly, BP Australia

Adrian Connolly grew up in Hobart, graduating from the University of Tasmania. He is now a seasoned HSSE professional based in Melbourne with nearly 30 years of experience at BP, where he has led safety and operational risk initiatives across refining, logistics, terminals, retail, marine, and emerging energy sectors. A Certified Generalist Safety Professional (COHSPProf) and NEBOSH-certified Incident Investigator, Adrian is recognised for translating complex safety systems into practical, field-ready solutions and for his leadership in Human and Organisational Performance (HOP). He has spearheaded high-impact programs such as BP's Control of Work and Contractor Management systems across ANZ and has contributed to industry-wide safety improvements through roles with the Workplace Clearance Group and the Downstream Oil & Gas Industry Construction Safety Forum. Adrian's work has earned multiple accolades within BP.



How to excel and be well



Webinar

Friday 3 October, 10am – 11am

The challenge of excelling in work, business, life or all 3 often means your work ethic collides with your wellness ethic, and navigating being well takes a back seat. This is especially true when you've successfully addressed a difficult conversation or situation, only to be left wondering 'what happened?' or with a lingering residual impact that is hard to shake and takes a toll on your emotional health and fitness, and mental health and wellbeing. Two of the biggest challenges of work and life revolve around role clarity and communication. The 2 are closely related and undeniably linked to our overall wellness and sense of wellbeing. So, it's no accident emotional health and fitness, plus how we play our roles in life, make up 2 of the core components of wellness and wellbeing. This presentation shows it is possible to excel in life and work, while building your emotional and mental health along the way. We'll explore the

wellness/wellbeing barometer, why we often underestimate and overlook the link between wellness and communication and how easy it is for the lesser-known wellness ethic to take second place to our work ethic. You will have the opportunity to: assess where your work-health-life wellness is now, where you want it to be and we will cover strategies to close the gap, develop your wellness ethic, and start developing a practical Action Plan to use straight away. We often underestimate the importance of emotional health and fitness or mental health and wellbeing when it comes to feeling fulfilled, respected and on purpose. It's also easy to think these things are out of our control, especially in a world where we are becoming less and less connected, self-aware and self-reliant.

Presenter: Anne Whatley-Dale,
LivePresent

Anne Whatley-Dale is the founder and driving force behind LivePresent. Her background spans health consulting, corporate training, coaching, plus building her own businesses all her working life. Her unwavering core focus is wellness and communication, and her passion is people. Believing we all have a shot at being the best we can be and living the highest quality life for as long as possible. Anne shows how to work with mindset, communication, wellness, and living present with action, to achieve success and wellness in life and work. Her story includes business downs and ups, single parenting, accidents, health, navigating cumulative grief and trauma, with all this shaping who she is and providing evidence what she does works. Anne has lived in most capitals and is always training for her next sporting adventure. A self-confessed optimist and diplomat, one thing Anne won't apologise for is her stance on work-health-life wellness because health doesn't just happen!

How to positively influence your workers' compensation premium



Webinar

Thursday 2 October, 10am – 11am



paranaple Centre, Devonport

Wednesday 15 October, 11:30am – 12:30pm



Tailrace Centre, Launceston

Wednesday 22 October, 10:30am – 11:30am



MyState Bank Arena, Glenorchy

Monday 27 October, 9am – 10am

As organisations navigate rising Workers' Compensation premiums, as seen in Tasmania with a 9% increase to the Suggested Premium Rates when comparing FY25 and FY26. The impact isn't just financial—it directly affects how businesses care for their people. By aligning premium strategies with jurisdictional requirements and employee wellbeing initiatives, employers can achieve more sustainable outcomes for both their workforce and their bottom line. Join WTW's Workplace Risk team for an insightful workshop focused on how targeted Workers' Compensation strategies can better support your workforce, and positively influence premium outcomes. We'll explore how premium structures work, allowing you to reinvest in employee wellbeing, recovery, and safety.

What we will cover:

- How premiums are determined and the implications for your workforce

- The impact of different underwriting models on employee support and recovery pathways
- How strategic management of Workers' Compensation can lead to better injury outcomes and a stronger safety culture

This session is designed to help employers understand how they can effect positive changes on their premium spend, simplify their approach, reduce administrative complexity, and strengthen their commitment to employee wellbeing—while remaining aligned with regulatory expectations

Presenters:

Kosta Savidakis, Head of Workplace Risk Pacific

Gen Pitkeathly, Client Solutions Manager | Workplace Risk Practice

David Allan, Workplace Risk Solutions Director | Pacific

Gwen McKay, Tasmania State Manager – Workplace Risk

WTW's Workplace Risk practice is proud to partner with many of the largest and most complex organisations across Australia and New Zealand. Backed by a team of over 55 dedicated professionals, we bring deep expertise across all industry sectors and a proven track record in transforming risk into opportunity—delivering measurable improvements and reducing both direct and indirect costs of workers' compensation.

With a strong local presence in Tasmania, our purpose is clear: "We protect your people and your organisation." This drives everything we do—from strategic program design to hands-on support across Work, Health & Safety, Workers' Compensation, and Employee Relations. As market leaders and trusted advisors, we tailor our strategies to meet the unique needs of each client, helping safeguard

your workforce while mitigating liability and enhancing organisational resilience. Whether you're navigating legislative complexity or striving for cultural change, WTW is uniquely positioned to support you with insight, integrity, and impact.

Leveraging participatory approaches and implementation science to enhance employer management of psychosocial risks



**MyState Bank Arena,
Glenorchy**

Monday 27 October, 10:30am –
11:30am

Managing psychosocial risks in the workplace is crucial for employee well-being, productivity, and regulatory compliance. However, organisations often struggle to implement effective, sustainable interventions. This session will explore how participatory approaches and implementation science can bridge this gap, helping employers systematically address psychosocial hazards. This approach empowers workers and other stakeholders to co-design solutions, ensuring that interventions are practical, context-specific, and aligned with employee needs. Research shows that when workers are actively involved in identifying risks and shaping interventions, organisations achieve higher levels of engagement, and long-term success. Implementation science provides the tools to translate evidence-based strategies into practice, overcoming common barriers to change. By leveraging frameworks such as the Consolidated Framework for Implementation Research (CFIR) and

Implementation Science principles, organisations can better assess readiness, tailor interventions, and evaluate effectiveness.

This session will discuss:

- the role of participatory methods in psychosocial risk management
- key implementation science concepts and how they apply to workplace mental health initiatives
- strategies for embedding psychosocial risk management into existing organisational systems
- real-world examples of successful participatory and implementation-focused approaches.

Attendees will gain practical insights into designing and implementing psychosocial risk management strategies that not only comply with standards including ISO 45003, but also foster a healthier, more engaged workforce. The session will equip employers, safety professionals, HR leaders, or policy advisors with evidence-based tools to drive meaningful change in workplace mental health.

Presenter: Adam Nebbs, Menzies Institute for Medical Research

Adam Nebbs is a published public health researcher at the Menzies Institute for Medical Research, specialising in workplace mental health. Before commencing his PhD, Adam spent 9 years as a frontline leader in the banking industry, gaining extensive experience in leadership and operational management. His current research focuses on supporting workplace stakeholders in developing systematic approaches to workplace mental health. Recently, he collaborated with 6 medium to large organisations in Tasmania to facilitate the implementation of ISO 45003, the world's first international standard for psychological health and safety at work.

Managing asbestos and silica into the future



Webinar

Monday 6 October, 12pm – 1pm

In this session we will look at how the National Strategic Plans for Asbestos and Silica will be implemented in Tasmania, and what this means for the management of these hazardous materials into the future. The Federal Asbestos and Silica Safety and Eradication Agency, (ASSEA) has developed these plans for the timeframe 2024-2030. Each state and territory has signed up to these initiatives. Join this session to see how Tasmania is implementing these plans locally.

Presenter: Vicki Tabor, WorkSafe Tasmania

A nurse by trade, Vicki has spent 45 years working in the areas of health and safety. She has more than 15 years' experience as a health and safety advisor to state government departments, including the lead safety role in the roll out of an integrated management system with the City of Hobart. Vicki's 12 years' experience with Workplace Standards and now WorkSafe Tasmania, has included Inspector, Auditor and Compliance roles, as well as numerous years leading WorkSafe's compensation, communication and stakeholder engagement functions. Since mid-2024 Vicki has been working in the lead project role to facilitate the implementation of the Asbestos National Strategic Plan 2024-2030 across Tasmania. This follows several years supporting the work of the previous Asbestos Safety Eradication Agency, (ASEA). As Vicki was a member of WorkSafe's previous Silica awareness project, she is also providing support to the project facilitating the work of the now ASSEA as it rolls out a Silica National Strategic Plan.

Measure, manage, mature: the next step in psychosocial risk management



Webinar

Monday 6 October, 10am – 11:30am

Many organisations have now completed psychosocial risk assessments and updated policies, but what's next? This hands-on workshop is designed to help WHS professionals and organisational leaders move from compliance to culture. Drawing on real-world examples, interactive tools, and the latest legislation, participants will explore how to embed psychosocial risk controls into everyday work. Whether just getting started or refining an existing program, this session will leave participants with a clear action plan, grounded in practical examples and peer learning.

Key Learning Outcomes:

- Identify why good policy is not enough and what embedding looks like in daily operations
- Apply systems thinking and hierarchy of controls to real workplace challenges
- Gain insights from peers' experiences and strategies in managing psychosocial risks.

Interactive Elements:

- Mini-scenario analysis: What would you do in this manager's shoes? (Participants vote on real-world case scenarios)
- Peer mapping: What supports (and risks) do your line managers currently face?
- Live benchmarking: Complete the Psychosocial Risk Maturity Scale and compare anonymously across the room

- Breakout planning: Identify 2-3 realistic next steps to better embed psychosocial risk management in your own workplace
- Experience sharing: Engage in facilitated discussions to learn from others' successes and challenges in implementing psychosocial risk strategies.

Presenter: Dr Georgi Toma, Heart Brain Works

Dr Georgi Toma is a leading expert in psychosocial risk, workplace wellbeing, and mental health at work. As Director of Heart Brain Works, she supports organisations across Australia and New Zealand to manage psychosocial hazards and create mentally healthy workplaces using evidence-based, people-centred approaches. An honorary research fellow at the University of Auckland, Georgi researches occupational stress, burnout, and psychosocial risks. Her work bridges the gap between research and practice, helping public and private sector clients such as Uber, RMIT University, Hitachi Energy, and Environment Canterbury assess risks, implement targeted interventions, and build leadership capability. She is the creator of the Psychosocial Risk Maturity Scale™, a diagnostic tool that benchmarks and improves risk management systems, and of the Wellbeing Protocol, the only scientifically validated program in AU and NZ to reduce burnout by up to 60% and improve mental wellbeing by up to 103%.



Meeting workers where they are: regional mental health support that works



Webinar

Thursday 9 October, 12pm – 1pm



Tairace Centre, Launceston

Wednesday 22 October, 2:30pm – 3:30pm



MyState Bank Arena, Glenorchy

Tuesday 28 October, 3pm – 4pm

Access to consistent, inclusive, and proactive mental health support in regional workplaces can be life-changing, and even lifesaving. In this presentation, explore how Access Psych has partnered with Hydro Tasmania to deliver a comprehensive and holistic mental health and wellbeing program to remote worksites across the state. Their model combines regular onsite visits by a mental health clinician, regional counselling, health and skin checks, ergonomic support, and psychoeducation. Embedding mental health professionals into the workplace culture, they have helped break down stigma, build trust, and promote early intervention. Their approach recognises the unique challenges of regional and rural settings, such as isolation, limited access to services, and tight-knit work cultures, and addresses these through flexible, trauma informed, and relationship-centred care. This presentation offers practical insights into how other organisations can implement similar models to support their rural workforce and create sustainable change.

Presenter: Sarah Nesbitt, Access Psych

With over 8 years' experience working as a Registered Psychologist in a wide range of clinical practice and consultancy settings, including Workplace Rehabilitation, Community Health, Justice, and Workers Compensation, Sarah is passionate about translating clinical knowledge into practical strategies for workplaces and communities.

As National Operations Manager at Access Psych, Sarah provides clinical leadership and oversight to a large team of psychologists and management leaders. Her role spans service delivery, risk management, and ensuring the highest standards of psychological care. Drawing on her extensive frontline experience, Sarah brings unique insights into mental health issues, therapeutic approaches, and the challenges faced by individuals accessing support. Sarah combines evidence-based expertise with real-world understanding, making her an engaging presenter who equips participants with practical tools they can apply in their own contexts.

Navigating cyber security safely in the workplace



Webinar

Wednesday 1 October, 2pm – 3pm

The presentation will focus on management and storage of personal information in the workplace and tailored towards the HR and compliance members of the organisations, with a goal to understand:

- What is personal information
- What are the rules around personal information
- What is the Essential 8
- How does it apply to me as an employee.

Presenter: Neill MacRae, Pritech

Neill is an Operations Manager and Director of Pritech. Neill has more than 25 years of experience in the ICT Industry, starting his first IT company in his early 20s. Whilst working largely in the corporate sphere, Neill is an accomplished operations manager with a passion for business support, strategy, and expansion. As our resident Telco



specialist, Neill has also spent a large part of his career as a telecommunications integrator, working with companies to integrate their Communications into their ICT infrastructure. Originally an immigrant from South Africa, Neill considers himself Australian through and through. Raised and educated in Southern Tasmania, he crossed the divide and moved to Launceston with his wife and has since settled in.

Presenter: Max von Saurma, Pritech

Max is a cybersecurity and solutions specialist with solid industry experience. He began his career at a major Australian SaaS company, serving as a support analyst and on-call Technical Support Engineer. He then transitioned to a Hobart based managed internet services company, where he took on roles as a Support Team Leader and Network Engineer. At Pritech, Max leverages his expertise in cybersecurity analysis, secure automation and AI integration, solutions development, and compliance assessments. He is ISC²-Certified in Cybersecurity (CC), an AWS Cloud Practitioner, and an ASD/TasTAFE-certified Essential Eight Assessor. Max thrives on tackling challenging technical

problems, genuinely enjoys assisting clients, and will not rest until every issue is resolved. As a strong advocate for secure and responsible AI use, he ensures that innovation always aligns with best-practice security.

Neurodiversity and neurodivergence in the workplace



Webinar

Tuesday 7 October, 10am – 11am

This presentation offers an introduction to the concepts of neurodiversity and neurodivergence, focusing on fostering deeper understanding and more inclusive environments. You will gain an understanding of what neurodiversity means and how neurodivergent identities such as autism, ADHD, dyslexia, and others, can shape an individual's experiences. We will explore lived experiences of neurodivergent people, highlighting common challenges, including stigma, sensory sensitivities, communication



differences, and navigating systems that are often not designed with them in mind. The presentation will also address the unique experiences of neurodivergent women and non-binary people, who are often underdiagnosed, misdiagnosed, or overlooked due to prevailing stereotypes and gendered diagnostic criteria. There will be a focus on workplaces, where those with neurodivergence may encounter barriers to inclusion and success. Attendees will learn practical strategies to create more supportive, accessible, and inclusive work environments including potential adjustments in communication, sensory considerations, flexible working arrangements, as well as ways to cultivate a culture of psychological safety and acceptance.

The session will conclude with a range of practical resources and referrals for further learning and support for neurodivergent individuals themselves, as well as for allies, managers, and support professionals. This presentation is suitable for anyone interested in improving their understanding of neurodiversity whether in the context of therapeutic work, community services, or inclusive workplace practice and is designed to challenge assumptions, build empathy, and equip participants with actionable tools to foster inclusion and respect for neurodivergent people.

Presenter: Dr Miro Rainsford, Positive Solutions

Dr Miro Rainsford (he/they) is a counsellor, clinical member of the Psychotherapy and Counselling Federation of Australia, and early career behavioural science researcher based in nipaluna/Hobart, lutruwita/Tasmania on palawa land. Miro has worked across private practice, government, and NGOs in employment, disability, and

family violence, including counselling for those affected by the Disability Royal Commission. Miro offers affirming, trauma-informed therapy for LGBTIQ+ and neurodivergent communities, focusing on complex trauma, queerness, and neurodivergence. Their integrative approach draws on EMDR and lived experience. Miro's research explores memory, cognition, and legal decisions on gender-affirming care for trans youth. They also present widely, including at national conferences and through Positive Solutions webinars.

Neurodiversity in the workplace



paranaple Centre, Devonport

Thursday 16 October, 12pm – 1pm



Tailrace Centre, Launceston

Wednesday 22 October, 12pm – 1pm



MyState Bank Arena, Glenorchy

Monday 27 October, 9am – 10am

This session explores neurodiversity and its growing relevance in creating mentally healthy, inclusive workplaces. Neurodiversity refers to the natural variation in human brain function and behaviour, including but not limited to conditions such as autism, ADHD, dyslexia, dyspraxia. Workplaces that embrace neurodiversity benefit from diverse thinking, innovation, problem-solving strengths, and increased employee engagement. However, neurodivergent individuals often face challenges that can impact wellbeing, performance, and connection with their teams.

This session aims to:

- build awareness of what neurodiversity is and why it matters
 - explore common experiences and barriers for neurodivergent employees
 - identify the mental health implications of exclusion, masking, or misunderstanding
 - offer practical strategies to create more supportive, inclusive environments
- equip attendees with tools to champion neurodiversity and reduce stigma.

Whether you're a manager, team member, or HR professional, this presentation provides valuable insights to help foster psychological safety and inclusive workplace practices. Interactive and grounded in real-world examples, this session can be adapted to suit a range of audiences and industries. It encourages reflection and action, empowering workplaces to celebrate cognitive differences and better support all employees' mental health and wellbeing.

Presenter: Kate McPhee, Access Psych

Kate is a Registered Psychologist with 20 years of clinical experience. Specialising in the Employee Assistance Program sector since 2012, she recently excelled as a Forensic Clinician, mastering report writing and trauma management. Known for her warmth, insightful approach and genuine care for others, Kate is a trusted professional who is committed to making a positive impact in the lives of those she works with. Kate's clinical interests include depression, anxiety, stress, workrelated concerns, domestic violence, anger management, substance-related issues, chronic pain, grief and loss, LGBTQIA+ support, and autism. Through a combination of empathy, expertise, and creativity, Kate guides clients towards self-reflection and empowerment. With a passion and talent for facilitating meaningful discussions, Kate also offers her services as a Trainer with Access Psych.

Optimising mental health claims through peer review and external psychologist file review



Webinar

Thursday 9 October, 10am – 11am

Mental health claims are surging in the workers' compensation sector, now accounting for 9.3% of serious claims, a 50% increase since 2014-15. These claims are 4.4 times longer to resolve and 3.7 times more expensive than physical injuries, representing 34% of total compensation payouts despite making up only 9.34% of serious claims. With median time off work for psychological injuries now 30.7 weeks (vs. 6.2 for physical injuries), the need for innovative solutions is urgent. This session will explore how peer-to-peer psychological reviews as a collaborative approach where psychologists, psychiatrists, and case managers discuss complex cases together can transform recovery and RTW outcomes for workers.

Attendees will learn:

- How peer reviews refine treatment plans, ensuring evidence-based, tailored interventions
- Why early identification of barriers (psychological, social, or workplace-related) leads to faster recovery
- The role of case managers in leveraging these insights to challenge misaligned treatments and advocate for better care.

We will also demonstrate how this model:

- Reduces claim duration and costs by streamlining recovery paths
- Improves RTW rates through proactive, expert-led adjustments

- Elevates customer service by offering superior mental health support compared to standard insurer practices.

For claims managers, insurers, and rehab professionals, this session provides actionable strategies to cut costs, improve outcomes, and position their organisation as a leader in mental health claims management. Furthermore, it provides an opportunity to rethink how psychological expertise can drive efficiency and better lives for injured workers.

Presenter: Jasmin Kooverjee, PeopleSense: Psychology & Wellbeing by Altius

Jasmin Kooverjee is a Clinical Psychologist for the past 20 years and the current Regional Manager for PeopleSense: Psychology & Wellbeing. She has held various roles within the clinical, academic and leadership environments across both private and public sectors. Jasmin's experience working to elevate clients' wellbeing as well as involvement in stakeholder engagement, policy adherence, quality standards as well as training and supervising young professionals, provides her with a comprehensive understanding of the complexities and nuances inherent in mental healthcare and wellbeing.



Recharging and re-energising while recovering from a work-related illness or injury



**MyState Bank Arena,
Glenorchy**

Tuesday 28 October, 9am – 11am

This presentation will empower injured workers to identify ways to stay connected, supported and actively engaged during their recovery from a work-related illness or injury. The workshop showcases the '7 Batteries' model that Megan co-designed with psychologist Michael Quinn as an approach for framing, engaging with and redressing the negative impacts of work-related injury or illness on physical health, emotional wellbeing, social connection, purpose, and identity. Introducing participants to the 'batteries' of energy we use in daily life, which are recharged with the 7 types of rest identified by Dr Sanda Daulton-Smith (physical, sensory, mental, creative, social, emotional and spiritual). We will then look at how these batteries are depleted and restored by different activities. Participants will learn to understand how their current health situation may deplete their batteries, and how they could recharge their batteries if they cannot engage in activities that they would normally find restorative.

You will leave the workshop with a Recharge Plan of least 2 strategies for recharging each battery. The workshop is designed to promote personal agency, mental health recovery, and proactive self-care, and address psychosocial barriers that often delay return to work. Helping injured workers rebuild confidence, restore a sense of purpose, and develop

strategies for moving forward, whether that is returning to work, re-engaging with their community, or simply improving quality of life.

Presenter: Dr Megan Woods, Flourishing Phoenixes

Dr Megan Woods is a consultant, qualified coach and academic with internationally recognised expertise in workplace mental health, psychological injury, and return to work from mental ill-health. As a (now-adjunct) Senior Lecturer at the University of Tasmania Megan has researched (with funding from the WorkCover Board Tasmania and WorkSafe Tasmania) Tasmanian workers' lived experience of the Tasmanian State Service worker's compensation system, and of engaging in return to work from mental ill-health. She has produced 2 suites of evidence-based resources, soon to be hosted online by WorkSafe Tasmania to help workers and supervisors better understand, engage with and support safe and successful return to working after mental ill-health related to depression and anxiety. Through Flourishing Phoenixes, Megan provides coaching, training and consultancy to support workers and managers to engage more safely and successfully in RTW processes.



Silica safety



paranaple Centre, Devonport

Wednesday 15 October, 4pm – 4:30pm



Tailrace Centre, Launceston

Wednesday 22 October, 3:30 – 4pm



MyState Bank Arena, Glenorchy

Monday 27 October, 4:30pm – 5pm

This session will touch on legislative requirements, but more importantly have a focus on what practical things we can all easily do and should be proactively doing to limit our exposure to silica and risk of silica and other dust-related illness.

Tim's interactive workshops use everyday tasks as a guide to simplify the risk management process and encourages individuals to take 100% responsibility for their health safety and wellbeing journey.

Presenter: Tim Ashlin, WorkSafe Tasmania

Tim is a safety professional with 40 years of practical experience in high risk and high consequence industries such as mining, forestry, fire management, civil construction including road and bridge construction, quarrying, plant operation and manufacturing. Tim has been with Worksafe Tasmania for more than 10 years where he now specialises in providing business specific advice focussed on applying real-world solutions to complex workplace safety issues.

Tackling menopause in the workplace



paranaple Centre, Devonport

Thursday 16 October, 10:30am – 11:30 am



MyState Bank Arena, Glenorchy

Tuesday 28 October, 13:30pm – 14:30pm

There has been growing momentum around the topic of menopause and its implications for women in all facets of life. The Senate's Community Affairs Reference Committee report 'Issues related to menopause and perimenopause' submitted in September 2024 highlighted the social, economic and health-related challenges faced by women in Australia during this period of life and called for proactive engagement and development of resources and strategies. One of the fundamental messages in the report, supported anecdotally by the presenter, is that many women feel uninformed and unprepared due to lack of knowledge and information which erodes resilience and personal resourcefulness. The consequences often have personal, social and workforce ramifications. This presentation is focused on the implications of menopause for women at work and will provide key information on menopause to inform every person as well as highlighting strategies for 'pause positive' workplace management. The aim is to support open and informed conversations at all levels within a workplace and to facilitate organisational resource development.

Presenter: Daniella Polita, Tas Ergonomic Collaborative

Daniella is an occupational therapist (OT) and holds additional qualifications in

ergonomics, access, business and design thinking and innovation. Daniella operates Elevate OT Services providing clinical occupational therapy to southern Tasmania and the Tas Ergonomic Collaborative, providing ergonomic consultancy services to many state government departments as well as private organisations statewide. Daniella's interest in menopause is both personal and professional. Personally, through lived experience as well as through the stories and experience of others, and professionally, because the philosophy of OT is to support meaningful engagement in activities that occupy an individual's time. This involves assisting people to optimise their function by problem-solving solutions to barriers of participation and engagement and offering information to support informed choice and control of health and wellbeing at all life stages.

Those injuries that come along without an 'ouch' moment. How to stop those niggles that become injuries, and why manual handling training and your ergonomic solutions rarely work



Tailrace Centre, Launceston

Thursday 23 October, 12:30pm – 2pm



MyState Bank Arena, Glenorchy

Monday 27 October, 12pm – 1:30pm

This session is about sharing the ways to mitigate this risk, why some of the methods we have been using really don't work when it comes to manual handling training, and will explore why ergonomic solutions rarely work. Over the past 30 years, organisations

have evolved methodologies for reducing injuries in our workplaces; most of these have been based on improved engineering and workflow. However, when it comes to proactivity, we know most of the messages and initiatives have little or no impact. Research suggests that, aside from those caused by trauma, most injuries can be anticipated and potentially reduced.

Presenter: Ricky Langford, HPWHI

Ricky is a Sport and Exercise Scientist with advanced qualifications, including a Master's in Exercise-based Orthopaedic Rehabilitation, a Certificate in Public Health, and further education in Sleep and Fatigue. His previous roles include serving as High Performance Manager for AFL Tasmania, the Tasmanian Tigers Cricket Team, consulting for the AFL, and, during 2004-05, was the High-Performance Manager for the Australian Cricket Team and continues to consult for individual athletes and teams. While working in elite sport, Ricky founded the Healthy Business Performance Group, which became Australia's leading workplace health organisation by introducing award-winning, innovative methods addressing unplanned absenteeism, injury mitigation, and fatigue management. In 2019, he transitioned from HBPG to establish HPWHI, a more specialised and highly skilled group

dedicated to tackling these critical issues for organisations. HPWHI's clients are a combination of high-performing white-collar and blue-collar sectors, encompassing Australian and major multinational organisations.

Understanding the challenges of people and plant interactions in the civil construction context



Webinar

Wednesday 8 October, 10am – 11am

The video describes the risk associated with personnel and plant working in close proximity and controls required to ensure health and safety is effectively managed.

Presenter: Mark Harris

Mark is a seasoned Risk and Governance specialist working across the resources, manufacturing and construction industries with both a trade and academic background. Mark has experience working across a range of multinational and domestic organisations. Mark currently works for Shaw Contracting in the Manager, People and Systems role. Mark is also a director in the not-for-profit sector.



Understanding trauma and its impact on workplace leadership and culture - Bianca Welsh



Webinar

Tuesday 7 October, 1pm – 2pm



paranaple Centre, Devonport

Wednesday 15 October, 2:30pm – 3:30pm



Tailrace Centre, Launceston

Wednesday 22 October, 9am -10am



MyState Bank Arena, Glenorchy

Monday 27 October, 2pm – 3pm

This session will explore how Attachment Theory, the Three E's of Trauma, Adverse Childhood Experiences (ACEs), and neuroscience intersect to shape our ability to lead teams and create safe, thriving work environments. Drawing on her extensive experience as a business owner and people manager, alongside her behavioural science degree and advanced training with renowned trauma expert Bessel van der Kolk, Bianca will present these complex concepts in a practical, accessible way. Her aim is to simplify these ideas to enhance your approach to leadership, improve team retention and attraction, and foster a psychologically safe and productive workplace culture. By integrating these insights, you'll create a supportive environment where everyone can flourish and achieve their best.

Presenter: Bianca Welsh, Stillwater Restaurant and Seven Rooms/From Experience

Bianca is a seasoned restaurateur with two decades of experience. While running

three businesses and starting a family, she completed a Bachelor of Behavioural Science in 2018. She has since applied this academic knowledge to create practical solutions within her own workplace and shares her insights with the industry. With a staff turnover rate of just 10%, Bianca attributes this success to fostering a mentally healthy work environment. Passionate about trauma, grief, mental illness, and neurodiversity, she is dedicated to helping other leaders understand psychological concepts to improve mental health outcomes and create supportive, thriving workplaces.

Unions Tasmania Health and Safety Representatives (HSR) Conferences

Boathouse Centre, Launceston

Tuesday 28 October



Registration from 8:45am, conference 9:15am – 4:30pm

<https://unionstas.com.au/hsrconf25launceston>

Ninja Stadium (Ricky Ponting Room), Bellerive



Wednesday 29 October

Registration from 8:45am, conference 9:15am – 4:30pm

<https://www.unionstas.com.au/hsrconf25hobart>

Unions Tasmania is pleased to be holding its Health and Safety Representatives (HSRs) Conference in the north and south of Tasmania as part of WorkSafe Tasmania Month 2025.

We know that nothing is more important than coming home at the end of the day safely. Safety is union business, and we are proud experts, advocates and trainers

when it comes to work health and safety. HSRs and their deputies have a unique representative role in work health and safety, and benefit from learning and networking opportunities with others who do the same role they do. We open the HSR conference to elected HSRs and deputies, and to others who play an active role in health and safety at work, including work health and safety committee members, union delegates, and members of work health and safety teams. This year's HSR conferences will feature a mix of keynote presentations, lived experience stories, facilitated panels, and hands-on workshops that focus on both physical and psychosocial hazards.

Presented by: Unions Tasmania,

Tasmania's peak body for the state's trade unions.

UV in the workplace



Webinar

Tuesday 7 October, 12pm – 12:30pm

The presentation covers the importance of sun protection for outdoor workers as they receive 5 to 10 times more UV exposure than indoor workers. It includes what is UV radiation, factors that affect UV, how to protect against UV and early detection of skin cancer.

The session will cover:

- How the sun damages our skin and increases the risk of skin cancer
- When we need to protect our skin from the sun/UV
- How we can prevent and protect against UV
- Safety responsibilities in the workplace

- Early detection of skin cancer.

Presenter: Ella French, Cancer Council Tasmania

Ella is a Cancer Prevention Project Officer at Cancer Council Tasmania. Ella has worked at Cancer Council Tasmania for almost 10 years and is passionate about health, wellbeing and engaging the community in positive health behaviours.

WHS investigation training: murder mystery-style



paranaple Centre, Devonport

Wednesday 15 October, 9am – 11am



Tailrace Centre, Launceston

Wednesday 22 October, 12pm – 2pm



MyState Bank Arena, Glenorchy

Monday 27 October, 12pm – 2pm

Safety training shouldn't be boring or routine! With the right approach, it can be immersive, interactive, and even fun. Join WTW's Healy Goss where they have reimagined traditional training with a murder mystery twist, combining real-world safety expertise with innovative storytelling. Our approach brings complex safety concepts to life, ensuring participants aren't just learning theory, they're experiencing it in a way that sticks. Effective workplace incident investigation is a critical component of any robust Work Health and Safety (WHS) management system. Proper investigations help PCBU's identify the root causes of workplace incidents, uncover system failures, and implement corrective actions to prevent recurrence. However, traditional investigation training often falls short in engagement and practical application.

Many programs rely on passive learning methods, such as lectures and compliance-heavy content, which fails to immerse participants in the problem-solving process. This results in limited retention of key skills and an inability to apply investigative techniques effectively in real-world situations.

This WHS murder mystery training transforms the learning experience by immersing participants in a hands-on, investigative challenge. Instead of solving a fictional crime, participants will work through a simulated workplace incident, piecing together evidence, analysing witness statements, and identifying the root cause of an injury or accident. Participants will work through the case using real-world investigative techniques. The experience will include incident scene recreation, interviews and witness statements, data and documentation review and root cause analysis.

Presenter: Healy Goss, WTW

Healy is a seasoned Work Health and Safety and Injury Management professional with more than 11 years of experience across both public and private sectors helping organisations build stronger, more resilient safety cultures. Previously an Advisor at SafeWork SA, Healy is currently a Health, Safety and Wellbeing Client Director with Willis, a global risk advisory and insurance broking company. He now supports mid-to-large sized organisations improve safety performance in Australia and New Zealand, and internationally. Since joining Willis, Healy has helped change perspectives in the health and safety arena by designing and facilitating immersive WHS mock prosecutions and regulator interaction workshops, upskilling middle and senior management in safety leadership, rethinking WHS investigation

training by immersing participants in WHS 'murder mysteries' and cutting through the psychosocial noise to develop targeted, risk-based interventions.

Work-oriented treatment, best practice strategies for mental health management in the workplace



Webinar

Wednesday 1 October, 10am – 11am

Psychological injuries are among the most costly and complex workplace challenges, with claims rising from 6% in 2014-2015 to 9% in 2020-2022. The largest share relating to anxiety/stress disorders (36%) and reactions to stressors (34%). These injuries result in 30.7 weeks of work lost per serious injury claim, compared to just 6.2 weeks for physical injuries, highlighting the urgent need for effective management strategies. This presentation explores work-oriented treatment as a best-practice approach to mental health management. Drawing on evidence-based research, it will demonstrate how focusing on functional recovery and RTW strategies improves outcomes for employees and organisations.

Key topics include:

- Shifting from purely psychological treatment to work-oriented approaches that integrate functional goals, such as setting small, achievable tasks like daily walking or mindfulness practice
- Using work-oriented treatment to support recovery and engagement
- Creating a supportive workplace culture through early intervention, meaningful RTW plans, and cooperation among leaders.

Attendees will gain practical takeaways, including actionable steps to implement work-oriented treatment plans, discuss work-oriented treatment with practitioners, utilise motivational interviewing collaboratively in a treatment setting and develop collaborative goals. By the end of the session, participants will be equipped with tools to develop a culture of support, improve mental health outcomes, and help employees thrive. This presentation is essential for leaders, HR professionals, and anyone committed to transforming mental health management in the workplace.

Presenter: Darrin Brandis, PeopleSense: Psychology & Wellbeing by Altius

Darrin Brandis is the Co-Founding Director of PeopleSense: Psychology & Wellbeing by Altius and a Registered Psychologist with more than 30 years of experience. He has received awards for service excellence and has expertise in various areas of counselling, trauma treatment, coaching, and organisational psychology.

The Australian Institute of Health and Safety (AIHS) Tasmania Branch 2025 Symposium



**Tasmanian Hockey Centre,
New Town**

Wednesday 15 October, 9 am – 5 pm

Safety Futures: This symposium is designed for health and safety professionals facing fast moving changes in technology. From AI to robotics, new tools are reshaping workplaces, and the skills leaders need.

The themes are:

- Safety leadership in a tech-driven world
 - What new technology should safety

professionals embrace, and what should they watch carefully?

- Industrial Revolution 4.0 in action – See exciting demonstrations of emerging safety technologies and get a glimpse of what the future may hold.

This event will spark lively discussions and demonstrations. The symposium will explore how to make the most of new technology, while understanding the challenges of Industrial Revolution 4.0 - The fusion of physical, digital, and cognitive technologies.

Presented by: The Australian Institute of Health and Safety (AIHS Tasmanian Branch)

The AIHS is the national association for workplace health and safety in Australia.

The AIHS Safety Symposium is proudly sponsored by WorkSafe Tasmania.



Need more Information?

Need assistance?

Call the Helpline on 1300 366 322 or (03) 6166 4600 outside Tasmania, or email wstinfo@justice.tas.gov.au.

Be sure to check our website to stay up to date on events and activities being held during WorkSafe Month at worksafe.tas.gov.au/month

Certificate of completion

Participants who attend a WorkSafe Month in-person event will receive a certificate of attendance. Participants will be eligible for 1 Continuing Professional Development (CPD) point per hour capped at a maximum of 2 points in total (regardless of how many presentations you attend).



Event locations

Unless otherwise stated, WorkSafe Month in-person events will be held at:

Devonport: paranaple Convention Centre, Market Square,
137 Rooke Street, Devonport

Burnie: Burnie Central Townhouse Hotel, 139 Wilson St, Burnie

Hobart: MyState Bank Arena, 601 Brooker Highway, Glenorchy

Hobart: Ninja Stadium (Ricky Ponting Room), Bellerive

Hobart: Clarence On the Bay, 26 Bastick St, Rosny

Launceston: Tailrace Centre, 1 Waterfront Drive, Riverside

Launceston: Boathouse Centre, Boathouse Centre,
55 Lindsay Street, Invermay

Launceston: Launceston Conference Centre, 50 Glen Dhu St,
South Launceston

Tullah: Tullah Lakeside Lodge, 56 Farrell St, Tullah

Smithton: Tall Timbers Hotel, 5/13 Scotchtown Road, Smithton

Refreshments

Coffee, tea, and light refreshments will be provided at all in-person sessions.

Food is only provided at the HSR Conferences.

Resources

In-person attendees will receive a WorkSafe notepad and pen.
Additional resources will be provided at selected sessions.





WORKCOVER
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An initiative by WorkCover Board Tasmania,
delivered by WorkSafe Tasmania.

1300 366 322
www.worksafe.tas.gov.au

