

CLARIDEN GLOBAL HR LEADERSHIP INSTITUTE

AUSTRALIA MENTAL HEALTH AND EMPLOYMENT LAW

2022

20 – 21 January 2022

AUSTRALIA

Online Executive Program (via Zoom)

09:00 – 16:00 | Australian Eastern Daylight Time (AEDT)

**Live
Online
Executive
Program**



CLARIDEN CREDENTIALS AND ENGAGEMENT

Clariden Global is the pre-eminent and influential global business leadership institution. Today, we host more than 200 global executive education and major conference events around the world. We have partnered with professional organizations such as the Association of Chartered Certified Accounts (ACCA) and thought leaders from prestigious universities such as Harvard University John F. Kennedy School of Government, Wharton School of the University of Pennsylvania and Stanford University.

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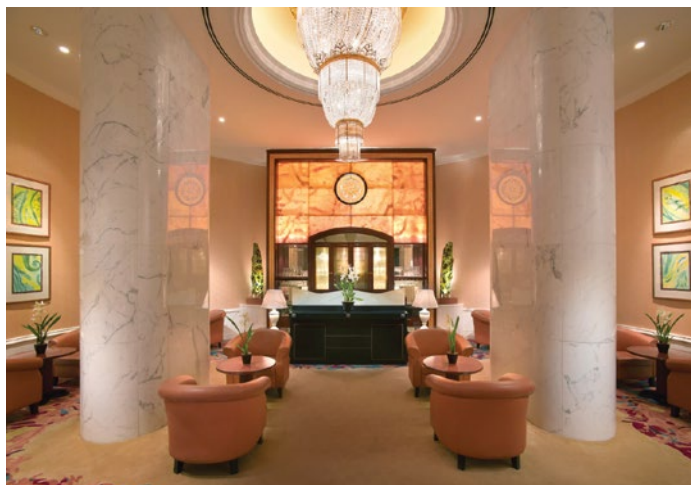
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THE CLARIDEN EXPERIENCE

ENJOY LEARNING WITH THE
FIRST-CLASS, WELL-ROUNDED EXPERIENCE

To maximize both your enjoyment and professional development, Clariden Global holds its executive programs at five star hotels, some of which include:



Shangri-La Hotel, Singapore
Singapore

Amidst lush gardens, this 3-wing luxury hotel is 6 km from the iconic Marina Bay Sands resort and 9 km from Sentosa.



InterContinental Melbourne The Rialto
Melbourne, Australia

Set in a grand 1891 building, this upscale chain hotel is 3 blocks from the Yarra River, and an 8-minute walk from the SEA LIFE Melbourne Aquarium.



Conrad London St James
London, United Kingdom

Across the street from St. James's Park tube station, this sophisticated hotel is 10 minutes' walk from Buckingham Palace and 2 miles from the Victoria and Albert Museum.

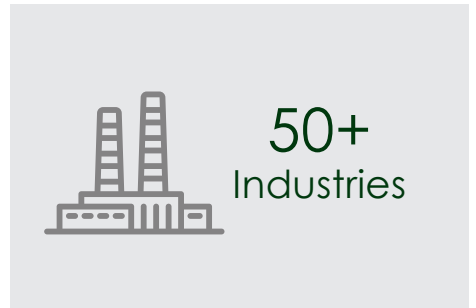


Grand Hyatt: Union Square San Francisco Hotel
San Francisco, United States

Less than a block from Union Square, this stylish high-rise hotel is an 11-minute walk from the Moscone Center and 1.9 miles from Pier 39.

Terms & Conditions: Clariden Global International Limited reserves the right to change the venue of the program due to reasons beyond their control.

Contact Karen Williams, Program Director at +61 3 9909 7310 | karen@mentalwellnesscourse.com



WHY CLARIDEN GLOBAL EXECUTIVE EDUCATION?

GLOBAL ENGAGEMENT

Clariden Global is the pre-eminent and influential global business leadership institution. Today, we host more than 200 Global Executive Education and major conference events across 15 countries and 17 cities, including Singapore, London, Hong Kong, Sydney, Melbourne, Perth, New Zealand, San Francisco, Toronto, Johannesburg, Shanghai, Beijing, Kuala Lumpur, Dubai, Toronto, The Netherlands, New York and Zurich.

INTERNATIONALLY DIVERSE, SENIOR-LEVEL PARTICIPANTS

Clariden Global Executive Education programs have attracted participants from more than 5,000 global MNCs, regional corporations, and FORTUNE 500 companies, from more than 40 countries. All applications are reviewed based on professional achievement and organizational responsibility. Designed for individuals at all levels, from top executives to emerging leaders, each intensive program is crafted to equip leaders with essential capabilities to improve corporate performance and position their organizations to thrive.

THOUGHT LEADERSHIP

To provide strategic insights and relevant world-class executive education to global organizations, Clariden Global engages the best thought leaders and leading authorities from around the world. These include professors and faculty leaders from Harvard University, Stanford University, University of Pennsylvania Wharton, London Business School and other premium institutions to deliver transformational knowledge.



PROGRAM

AUSTRALIA MENTAL HEALTH AND EMPLOYMENT LAW

PROGRAM INFORMATION



DATES

20 – 21 January 2022



LOCATION

Online Executive Program (via Zoom)
09:00 – 16:00 | Australian Eastern Daylight Time (AEDT)



TUITION FEES

Early Bird 1 (Register and pay by 9 December 2021): AU\$1,795
Early Bird 2 (Register and pay by 11 January 2022): AU\$1,995
Regular Tuition Fees: AU\$2,095

Group discount of 10% for the 2nd participant from the same organization. For limited time only by 11 January 2022, register for 3 participants and the 4th participant will receive a complimentary seat (only one discount scheme will apply).



PROGRAM ADVISOR

Karen Williams

Email: karen@mentalwellnesscourse.com

Phone: +61 3 9909 7310

FACULTY DIRECTOR



Beverly Honig

Chairman & Managing Director, Honeylight Enterprises
Director, Uniper Care

- **Prestigious Award-Winner of 100 Women of Influence Awards** for 2015 by The Australian Financial Review and Westpac, and inducted to 2016 Businesswoman Hall of Fame
- **Director of Uniper Care**, an innovative tech platform to manage mental health amongst isolated and lonely people challenged with mental and physical health issues
- **Over 20 years of training experience** in Australia and delivered more than 200,000 training courses globally
- **Author of best-selling books**, including 'Making Contracts Work', which has been globally adopted by business leaders and used in university curriculums

PROGRAM ESSENCE

Led by Ms. Beverley Honig, Director of Uniper Care, an innovative tech platform in managing mental health and wellbeing, **she will provide you with key insights on employers' legislative duties and protections to manage the extremely challenging and sensitive employment issues involving mental health aspect among the employees.**

You will **also learn clear policies and procedures to manage risks and complaints in handling employees' mental health risks** that would have a negative impact to the broader workforce such as performance management, absenteeism, and even substantial workers compensation. With a strong foundation on the understanding of various legislation and protection acts, you are able to **develop a mental health resilience and resilience maintenance plan** that would support your employees and avoid breaching any WHS legislation. You will also learn how to develop key strategies **to raise awareness on mental health issues in your workplace and dive deep into the risk and protective factors.**



PROGRAM

AUSTRALIA MENTAL HEALTH AND EMPLOYMENT LAW

At the end of this online executive program, you will have the **knowledge on complying with various employment laws and protection acts** such as the Occupational Health and Safety Act, WHS Act, Australian Human Rights Commission Legislation, Fair Work Ombudsman and so on to **safeguard your company in managing controversial employees' mental health issues**. In addition, you will also be able to **manage crises** with the organization and effectively manage return to work situations for your employees who suffer from mental health issues.

KEY BENEFITS

By the end of this program, participants will be able to:

- **Discover optimal solutions to better deal with employment laws and Work Health and Safety (WHS) issues** in managing mental health for your organization
- **Perform employer's duty of care** under the Occupational Health and Safety Act & WHS Act to avoid conduct that could negatively impact employees' mental wellbeing
- **Implement effective risk management** of any workplace mental health issue and design key action plans in mitigating it
- **Learn key techniques to manage crises involving employees' mental health aspects** with appropriate policies and employment law consideration
- **Manage employees' mental health claims** with reasonable management action defense and applicable legal procedures to support employees' who sustained psychological injuries at work
- **Establish and implement a better workplace mental health program** for your organization
- **Develop effective mental health resilience and resilience maintenance plan** to create a healthy organization

WHO WILL ATTEND THIS PROGRAM

This program is designed for, but not limited to, middle to senior level professionals who are responsible for developing techniques and strategies in managing workplace stress, as well as heads of departments and business heads who are responsible for managing risk assessments of workplace health and reviewing human resource policies and practices. HR Practitioners who look into the function of people, employee wellness/healthcare, corporate culture, corporate wellness, Employee Assistance Programs (EAP), employee benefits, diversity and inclusion as well as Health & Safety professionals who want to improve their personal and workplace productivity would be suitable to attend this course. This course is also suitable for professionals with job functions on employment law, employee relations, in-house counsel and workplace mediators & arbitrators who are keen to expand their knowledge in protecting their employees' mental health and wellbeing with the latest employment law.



PROGRAM

AUSTRALIA MENTAL HEALTH AND EMPLOYMENT LAW

FACULTY DIRECTOR



Beverly Honig

*Chairman & Managing Director, **Honeylight Enterprises**
Director, **Uniper Care***

Beverley Honig is the CEO of Honeylight Enterprises and is also well known in the industry and government as a business guru.

She has been named as one of the **top 10 entrepreneurs in Australia, one of Australia's 100 Women of Influence, and was listed in the Businesswomen's Hall of Fame**. She is an international lawyer and global consultant, with very strong connections in Government and business. In 2017, **her business was named winner of Westpac Bank's 200 Businesses of Tomorrow and following this, she was named one of the 9 Australian businesswomen dominating 2017.**

With a background as an international lawyer, she is a **Senior Fellow at Monash University, lecturer in MBS's Master of Data Analytics Program, an Honorary Fellow of Melbourne University, and convener at QUT's bespoke school in Canberra for the Department of Defence**. Beverley is a renowned international public speaker and has delivered over 200,000 professional training courses globally.

As a much sought-after presenter and facilitator, she brings a wealth of global commercial experience in the areas of supply chain management, contracts, projects and sourcing and mental health in the workplace. She brings tacit knowledge and **experience in managing mental health as Director of Uniper Care, an innovative tech platform to manage mental health amongst isolated and lonely people challenged with mental and physical health issues**. Beverley has designed and delivered other similar courses for industry specific health, including managing nurses' stress and wellbeing. She has led reviews and structured management programs in the public and private sector across many industries. In particular, she is a trusted adviser, as she brings both her legal and business skills together to make workplaces work.

Beverley also has many years of general management experience in public companies such as Coles Myer, with responsibilities for asset portfolios worth \$1.5 billion. She is also the **published author of several textbooks, including the authoritative bestseller business book "Making Contracts Work", and the co-author of the textbook "Project Management: A Managerial Process" (McGraw Hill).**

Beverley is a **Presiding Judge, Essential Services Commission Appeals**, and has held many board directorships including **Board Director of Melbourne Markets, Centre for Adult Education, and Australia Chamber of Commerce**.

Beverley was nominated **International Businesswoman of the Year and is the recipient of several business awards presented by the Prime Minister, in recognition of outstanding contributions to international trade links**. Beverley is also listed in the **Who's Who of Business**.



PROGRAM OVERVIEW

AUSTRALIA MENTAL HEALTH AND EMPLOYMENT LAW

OVERVIEW



Poor mental health costs Australian businesses over \$10.9 billion each year and the World Health Organization predicts that depression will be the greatest public health burden by 2030 globally. Australian workers' compensation systems recognize the development of a work-related mental condition as a potential outcome of experiencing mental stress in the course of employment. Around 90% of workers' compensation claims involving a mental condition were linked to types of mental stress, with 32% being due to work pressure and 24% from work-related harassment and/or bullying. Managing mental health has become one of the most crucial employment and workplace health and safety challenges for many organizations, with it being even more critical when the world is being hit by the COVID-19 pandemic.

Led by **Ms. Beverley Honig, Director of Uniper Care, an innovative tech platform in managing mental health and wellbeing**, she will provide you with **key insights on employers' legislative duties and protection to manage extremely challenging and sensitive employees' mental health matters**. You will also learn **clear policies and procedures to manage risks and complaints in handling employees' mental health risks** that would have a negative impact to the broader workforce such as performance management, absenteeism, and even substantial workers compensation.

With a strong foundation on the understanding of various legislation and protection acts, you are able to **develop a mental health resilience and resilience maintenance plan** that would support your employees and avoid breaching any WHS legislation. You will also learn how to develop key strategies **to raise awareness on mental health issues in your workplace and dive deep into the risk and protective factors**.

At the end of this online executive program, you will have the **knowledge on complying with various employment laws and protection acts** such as the Occupational Health and Safety Act, WHS Act, Australian Human Rights Commission Legislation, Fair Work Ombudsman and so on to **safeguard your company in managing controversial employees' mental health issue**. In addition, you will also be able to manage crises with the organization and effectively manage return to work situations for your employees who suffer from mental health issues.



PROGRAM OUTLINE

AUSTRALIA MENTAL HEALTH AND EMPLOYMENT LAW



20 – 21 January 2022 | Online Executive Program (via Zoom)

09:00 – 16:00 | Australian Eastern Daylight Time (AEDT)

DAY 1

Morning Session: Workplace Mental Health Program

- What is mental health
- How healthy attitudes can be promoted at work
- Relationship between workplace and mental health
- Common signs and symptoms
- Understanding stress and its impact on the workplace
- Developing mental health resilience - resilience maintenance plan
- Workplace Mental Health Toolkit
- Develop strategies to raise awareness about mental health issues
- Developing a Workplace Mental Health Policy

Afternoon Session: Employment Law And Work Health And Safety Issues In Managing Mental Health

- Governance, Risk and Compliance – employment law and workplace mental health
- Develop ways to deal with employment law in the mental health space
- Employment law and workplace mental health
- Duty of care under the Occupational Health and Safety Act & WHS Act
- Model Work Health and Safety Act: meaning of 'reasonably practicable'
- Other legal Rights and Responsibilities, including:
 - o Australian Human Rights Commission legislation
 - o Employer's return-to-work obligations
 - o Fair Work Ombudsman

DAY 2

Morning Session: Policies And Procedures For Risk Management Of Workplace Mental Health Issues

- Risk management - work related risk and protective factors
- Early intervention strategies to create a mentally healthy workplace
- Improving management of issues related to workplace mental health
 - o WHS laws at SafeWorkAustralia
- Managing crises within the organization
- Get-back-to-work plans for employees who suffer from mental health
 - o Privacy Act 1988
 - o Disability Discrimination Act 1992
- Performance management procedures

Afternoon Session: Working Environment To Protect Employee's Mental Health

- Action planning mental health/wellbeing at work
 - o Managing mental health claims
 - Reasonable management action defense
 - Legal procedures after a claim is lodged
 - WorkCover claims
 - o Support services and resources
 - o Stress evaluation in the workplace
 - o Assessment & mitigation of workplace stress factors: environmental, psychological, work-related accidents, job stress evaluation methods



PARTICIPATING COMPANIES

More than 5,000 companies have participated in our programs

ADVERTISING, INTERNET, MEDIA, PUBLISHING

BBC Worldwide
CNN
eBay
LinkedIn
MediaCorp
Saatchi & Saatchi
Singapore Press Holdings
The Financial Times
The Hoffman Agency
The Walt Disney Company
Thomson Reuters

CONGLOMERATE

Fraser & Neave
General Electric
General Motors
Mitsubishi
Monsanto
Siemens AG
Sodexo

FINANCIAL SERVICES, INSURANCE

Bank of America Merrill Lynch
AIA
Allianz Global Investors
American Express
Aviva
AXA
Barclays Bank
Citibank
DBS Bank
Deutsche Bank
HSBC
JP Morgan Chase Bank
Manulife
MasterCard
Maybank
Mizuho Bank
OCBC Bank
PayPal
Prudential
Rabobank
Standard Chartered Bank
Suncorp
Swiss Reinsurance
TD Securities
Visa
Westpac
Zurich Insurance

FOOD, BEVERAGE

Coca-Cola Beverages
Danone
Ferrero
Heineken
McDonald
PepsiCo

GOVERNMENT, NONPROFIT

Australian Securities and Investments Commission
Central Provident Fund Board
Changi Airport Group
Economic Development Board
GIC
NSW Treasury
Serco
Temasek Group

HEALTHCARE, PHARMACEUTICALS

Abbott Laboratories
Eu Yan Sang
Glaxosmithkline
Hoffmann-La Roche
Johnson & Johnson
Merck
Pfizer
Sanofi

HOSPITALITY

CapitaLand
Far East Organization
Fraser Hospitality
Hilton Worldwide
Marriott Hotels
Pan Pacific Hotels Group
Shangri-La Hotels & Resorts

MANUFACTURING (CONSUMER)

British American Tobacco
Estee Lauder
Fonterra Brands
Heineken
Kimberly-Clark
Kraft Foods
Lego
Mars Foods
Nestlé
Procter & Gamble
Unilever

MANUFACTURING (INDUSTRIAL)

Airbus
Corning Optical Communications
Daimler
Harley Davidson
Intel Semiconductor
Rolls-Royce
Volvo Group
Wearnes Automotive

OIL & GAS, NATURAL RESOURCES

Caltex
Chevron
ConocoPhillips
ExxonMobil
Maersk

Petronas
Santos
Saudi Arabian Oil
Schlumberger
Shell

PROFESSIONAL SERVICES

AECOM
Aon Hewitt
Ernst & Young
PricewaterhouseCoopers

RETAIL, TRADE

Adidas
Cargill
DFS
Harvey Norman
Hennes & Mauritz
IKEA
L'Oreal
Marks and Spencer
NTUC Fairprice
Tesco

TECHNOLOGY, ELECTRONICS

3M
Apple
Canon
Dell
Hewlett Packard
Intel Technology
Lenovo
Micron Technology
Microsoft
Oracle
SAP
Sony Electronics
TE Connectivity

TELECOMMUNICATIONS

Ericsson
Nokia
Olive Communications
Singtel
Starhub
Tata Communications
Telstra
Verizon
Vodafone

TRANSPORTATION

Auckland Transport
Cathay Pacific Airways
Dubai Air Navigation Services
New Zealand Transport Agency
Fiji Airways
Metro Trains Melbourne
NSW Trains
SBS Transit



FACULTY DIRECTOR BEVERLEY HONIG'S TESTIMONIALS



“Beverley encourages positivity and is a clear and inspirational presenter.”

Goldfields Council

“

Beverley has given me a different perspective on things. Highly refreshing, super informative, and most worthwhile. I'd hear her again and again.”

”

Health Network Australia





IN-HOUSE CUSTOM EXECUTIVE PROGRAMS

Clariden Global delivers custom learning programs for organizations all around the world. Whatever your business challenges are, we create focused learning experience that enables your organization to achieve success. Through partnerships with the most renowned thought leaders, industry experts and professors from around the world, these in-house custom executive programs will equip you with essential skills and capabilities to develop and implement strategies more effectively at your organization.

Engage with our thought leader today:



Beverly Honig

*Chairman & Managing Director, **Honeylight Enterprises**
Director, **Uniper Care***

Beverley Honig is an internationally qualified lawyer with **over 20 years' experience in Australia, the United Kingdom and Middle East**. A winner of **The Australian Financial Review and Westpac 100 Women of Influence Awards for 2015**, she is also listed in **Who's Who of Business in Australia**.

Her expertise in contracts has enabled her to publish one of her two bestselling books, **"Making Contracts Work"**, in 2010. Besides serving as a **judge for the Essential Services Commission Appeals**, Beverley is also a **Board Director and Chairman of several public and private companies**.

CONTACT US



PROGRAM ADVISOR
Karen Williams

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Phone: +61 3 9909 7310



CONTACT US

We encourage you to learn more about Clariden Global Executive Education custom and open-enrollment programs. Our staff will be happy to answer your questions and help you determine the programs work best for you and your organization.

ENQUIRY FOR THIS PROGRAM

Karen Williams

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REGISTRATION & PAYMENT MATTERS

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Melbourne VIC 3000, Australia

REGISTRATION

PROGRAM FEES

Program	1st Early Bird Fee (If payment & registrations are received by 9 December 2021)	2nd Early Bird Fee (If payment & registrations are received by 11 January 2022)	Regular Fee Per Participant
20 – 21 January 2022 Online Executive Program (via Zoom) 09:00 – 16:00 Australian Eastern Daylight Time (AEDT) Australia Mental Health And Employment Law	AU\$1,795	AU\$1,995	AU\$2,095

4 WAYS TO REGISTER



Email: admissions@claridenglobal.com



Fax: +61 3 9909 7788



Call: +61 3 9909 7310



Website: www.mentalwellnesscourse.com

GROUP DISCOUNTS

Group discount of 10% for the 2nd participant from the same organization. For limited time only by 11 January 2022 register 3 participants and the 4th participant will receive a complimentary seat.

***One discount scheme applies.**

Booking Contact (Approving Manager) Mr/Mrs/Ms: _____ Job Title: _____ Department: _____ Telephone: _____ Email: _____ Organization: _____ Address: _____ _____ Postal Code: _____ <input type="checkbox"/> I would like to receive more information on hotel accommodation using Clariden Global corporate rate.

Please register the following participant for this seminar.

1st Participant Name (Mr/Mrs/Ms): _____

Job Title: _____ Department: _____

Telephone: _____

Email: _____

2nd Participant Name (Mr/Mrs/Ms): _____

Job Title: _____ Department: _____

Telephone: _____

Email: _____

3rd Participant Name (Mr/Mrs/Ms): _____

Job Title: _____ Department: _____

Telephone: _____

Email: _____

4th Participant Name (Mr/Mrs/Ms): _____

Job Title: _____ Department: _____

Telephone: _____

Email: _____

FOR OFFICIAL USE

FEE RECEIVED	REFERENCE L22013/MW/KW
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3 PAYMENT METHODS



By Cheque/ Bank Draft



By Telegraphic Transfer



By Credit Card

An invoice and registration confirmation will be sent within 7 days, please contact us if you have not heard from us within 7 days. Payment details will be sent together with the invoice based on your preferred payment method.

ALL PAYMENTS MUST BE RECEIVED IN ADVANCE OF THE EVENT.

VENUE AND ACCOMMODATION INFORMATION



20 – 21 January 2022



Online Executive Program (via Zoom)

09:00 – 16:00 | Australian Eastern Daylight Time (AEDT)

Accommodation is not included in the program fee but you will be entitled to use our corporate rate for your accommodation. Information will be sent along with your registration confirmation.

CANCELLATIONS AND SUBSTITUTIONS

***All cancellations must be received in written form.**

Once we have received your booking, the place(s) are confirmed. No refunds will be made for any cancellations, however, program credits of equivalent value only applicable for Clariden Global events will be provided. Credits can only be redeemed for 1 program and is valid for only one (1) year from date of issue.

Substitution with a qualified candidate is allowed by providing at least 5 working days of advance notice to Clariden Global. One time substitution is allowed with no charges. Subsequent substitutions will be charged 10% admin fee.

PLEASE NOTE: Clariden Global International Limited reserves the right to change the content and timing of the programme, the speakers and the date and venue due to reasons beyond their control. If in the unlikely event that the course is cancelled, Clariden Global Pte Ltd / Clariden Global International Limited will refund the full amount and disclaim any further liability.

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