

MANAGING WORKPLACE BEHAVIOURAL & MENTAL HEALTH RISKS

A High Value Learning Seminar

Ashling Hotel, Parkgate St., Dublin.
Thursday 25th January 2018

Rochestown Park Hotel, Cork
Thursday 22nd February 2018

UPDATED FOR 2018

ABOUT THIS SEMINAR

Irish Legislation: Mental Health and the Workplace

It is important for employers and employees to know about their legislative rights and responsibilities in relation to mental health at work. Two of the most relevant pieces of legislation are The Safety, Health and Welfare at Work Act 2005 (SHWW Act) and the Employment Equality Acts 1998–2015 (EEA). Under Section 19 of the SHWW Act employers are obliged to carry out a risk assessment and advise employees of the outcome

Reasonable Accommodation for Mental Health Risks.

The application of equality legislation to people with mental health difficulties is broad. Following a case law review by the Equality Authority the following mental health difficulties have been listed to be included within the definition of disability: Depression, reactive depression, stress, anxiety and depression, severe generalised anxiety disorder, alcoholism, claustrophobia, agoraphobia, schizophrenia, anorexia and stress (may be a disability).

Learning Objectives

At the end of this seminar, those attending will have knowledge of:

- The evolution from duty of care to reasonable accommodation and the implications for employer liability.
- How to conduct a behavioural risk assessment for all risks, including mental health and disabilities.
- Reasonable accommodation for employees with disabilities.

Continuing Professional Development Awards

Professional Development Hours (P.D.H.'s) will be awarded by the Employee Assistance Certification Commission (EACC) for attendance.

The Institution of Occupational Safety and Health (IOSH) members will be able to allocate CPD points to the course at the rate of 3 points per course day.

PRESENTERS



Maurice Quinlan has designed three high value learning seminar and reference manuals for Workplace Behavioural and Mental Health Risks, Workplace Intoxicants (defined as drugs and alcohol) and Integrated Employee Health and Well-Being Programmes.

In 2017 he designed a new training programme, Managing the Risks of Driving for Work to comply with Health and Safety Requirements and Road Traffic Legislation for Employees who drive in the course of their work.



Marcus de Guingand Third Pillar of Health helps organisations improve key business metrics through helping staff overcome the debilitating health, safety and productivity effects of tiredness, sleep deprivation and fatigue through assessments, training, online learning and interactive workshops.

Marcus has recently embarked on a 3-year programme of work with Transport for London to identify key fatigue hotspots, to recommend interventions and to track the effectiveness of those interventions. Marcus has also worked with 11 UK police forces and household names such as Diageo, Oracle, "K" Line LNG, Simply Business, Innospec, Lend Lease, Unilever and many other organisations.

Marcus will only present on the Cork seminar on 22nd February 2018

FEE: €350

BOOK ONLINE www.eapinstitute.com

SEMINAR PROGRAMME

8.30 am Registration – Tea, Coffee

9.00 am **From Duty of Care to Reasonable Accommodation**
The introduction of the Safety, Health and Welfare at Work Act 2005 placed a legal obligation and duty of care on employers to protect employees from harm. Employer's duty of care was first established in The Walker v Northumberland County Council Case in 1994. In March 2006 The Labour Court upheld the principle that alcoholism is a disability under Section 16 (a) of the Employment Equality Act (EEA) 1998. The number of health issues now classed as disabilities have now extended. This session will outline the evolution from duty of care to reasonable accommodation.

Maurice Quinlan, Director, EAP Institute, Waterford

Legislation: Mental Health and the Workplace
This session will outline the two most relevant pieces of legislation, The Safety, Health and Welfare at Work Act (SHWW Act) 2005 and the Employment Equality Acts (EEA Acts) 1998–2015. The following conditions are classed as disabilities under The (EEA Acts) 1998–2015. : Depression, reactive depression, stress, anxiety and depression, severe generalised anxiety disorder, alcoholism, claustrophobia, agoraphobia, schizophrenia, anorexia, stress, work related stress. All of the disabilities contained in the The EEA Acts 1998–2015 will be discussed including the grounds most relevant to mental health disability.

10.00 am **Reasonable Accommodation for Mental Health Risks.**
This session will outline how Irish society, like other Western countries is now experiencing the increasing complexity of human behaviour that is impacting on the workplace. Whereas much progress has been made in maintaining physical health and life expectancy of employees, mental health issues such as stress and anxiety now pose risks to employee's health and wellbeing. All key issues including privacy of employee health and fitness for duty will be discussed.

Workplace Behavioural and Mental Health Risk Assessment

Workplace stress should be considered as a potential hazard and assessed accordingly. Where there is a risk to health and safety from stress, appropriate safe guards must be put into place. This session will focus on outlining a template for conducting a risk assessment on all psychosocial and mental health risks.

11.00 am Tea/Coffee

11.30 am to 12.30 pm **Workplace Behavioural Health Risk Assessment - Mental Health**

In developing Workplace Mental Health Policy, Companies may be guided by the proposed Health and Wellbeing (Workplace Wellbeing) Bill signed off at Cabinet in 2015 which will require public service employers to develop a 'healthy workplace' policy to promote the physical, mental and social wellbeing of employees. Supporting positive mental health and wellbeing by encouraging employees to deal with stress, personal difficulties and to seek help when necessary.

1.00 pm Lunch

2.00 pm **The importance of sleep to wellbeing - Third Pillar of Health**

This session will explore just how important sleep is to our wellbeing. It will also look at some of the statistics of whether we are getting enough; the health and performance implications to both individuals and organisations of poor sleep; the link between poor sleep and stress; the benefits of tackling fatigue; best practice in how to go about it and some of the results and statistics we've discovered from working with a wide variety of organisations.

3.00 pm **Comfort Break**

3.15 pm **Duty to Warn of Imminent Danger – Mental Health Risks Following Trauma**

In addition to providing reasonable accommodation under Section 8 (j) of the Safety, Health and Welfare at Work Act 2005 employers are obliged to "prepare and revise as appropriate, adequate plans and procedures to be followed and measures to be taken in the case of an emergency or serious and imminent danger", one example of which is industrial accidents. Employers have a duty of care to provide staff with support counselling and rehabilitation if they are involved in a critical incident arising from industrial accidents, fire, explosions and assaults and are likely to develop Acute Stress Disorder (ASD) and Post Traumatic Stress Disorder (PTSD)

4.30 pm **Summary and Close**

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WWW.EAPINSTITUTE.COM**

FOR MORE INFORMATION VISIT
www.eapinstitute.com

FEE €350 BOOK ONLINE www.eapinstitute.com

ACCOMMODATION LIST

DUBLIN SEMINAR HOTEL:

The Ashling Hotel

Parkgate Street, Dublin.

Tel. + 353 (0)1 677 2324
Fax: + 353 (0)1 679 3783
Email: info@ashlinghotel.ie

Room Rates:

Double B&B €149.00
Room only rate €109.00

CORK SEMINAR HOTEL:

Rochestown Park Hotel

Douglas, Cork.

Tel: +353 21 489 0800
Website: www.rochestownpark.com

Room Rates:

Double B&B €129.00
Single B&B €109.00
Room only €109.00

SUBJECT TO AVAILABILITY.

Please book directly with the hotel. To avail of the corporate rate, please mention the EAP Institute.
All rates subject to availability.

HOW TO REGISTER

1. Book online at www.eapinstitute.com
2. By telephone - 051 855733 Intl. +353 51 855733
3. By fax - 051 879626 Intl. +353 51 879626
4. By post - Complete the registration form and send with payment.

METHOD OF PAYMENT (PLEASE TICK)

- By Credit Transfer to: Bank Of Ireland, The Quay, Waterford.
IBAN IE91 BOFI 9061 9531 2106 41 | BIC/Swift Code BOFIE2D
- Credit Card payments: Book online at www.eapinstitute.com.
- By Cheque: Total enclosed € . Cheque made payable to the EAP Institute.

Payment is due before the start of the seminar unless otherwise arranged.

CANCELLATION FEE:

All cancellations must be in writing. In the event of a cancellation, we regret that 25% of the full fee will be payable. If notice of a cancellation is not received earlier than ten clear working days before the seminar, the full fee will be charged. Substitution is allowed.

FEE €350

WWW.EAPINSTITUTE.COM

*THE FEE IS INCLUSIVE OF SEMINAR ATTENDANCE, COURSE MANUAL, LUNCH, TEA/COFFEES.

REGISTRATION FORM

Venue: Dublin – 25th January 2018 Cork - 22nd February 2018

Surname:	<input type="text"/>	First Name:	<input type="text"/>
Position:	<input type="text"/>	First Name:	<input type="text"/>
Surname:	<input type="text"/>		
Position:	<input type="text"/>		
Company:	<input type="text"/>		
Address:	<input type="text"/>		
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Email 1:	<input type="text"/>		
Email 2:	<input type="text"/>		
Tel. No:	<input type="text"/>	Fax No:	<input type="text"/>
Signed:	<input type="text"/>	Date:	<input type="text"/>