

MANAGING WORKPLACE BEHAVIOURAL & MENTAL HEALTH RISKS

A High Value Learning Seminar

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

Rochestown Park Hotel, Douglas, 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 1998–2012. 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. The following mental health difficulties have been found to be included within the definition of disability: Depression, reactive depression, stress, anxiety and depression, severe generalised anxiety disorder, alcoholism, claustrophobia, agoraphobia, schizophrenia, anorexia, stress, work related stress. Employers are obliged to provide reasonable accommodation for employees with disabilities.

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

- Explaining 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 recently designed a 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.



Dr Richard Wynne is a Director of the Work Research Centre, an Irish independent research and consultancy organisation specialising in the field of workplace health. An organisational psychologist by training, he has worked for the European Commission as well as a range of Irish agencies

Dr Wynne will only present on the Cork seminar on 22nd February 2018

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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. Employers duty of care was first established in The Walker v Northumberland County Council Case 1994. In March 2006 The Labour Court upheld the principle that alcoholism is a disability under Section 16 (a) of the Employment Equality Act 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 2005 and the Employment Equality Acts 1998–2012. The following conditions are classed as disabilities under The Employment Equality Act 1998-2012: 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 Employment Equality Acts 1998–2011 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 is now increasingly an issue. The following are classed as disabilities under The Employment Equality Act 1998/2011: Depression, reactive depression, stress, anxiety and depression, severe generalised anxiety disorder, alcoholism, claustrophobia, agoraphobia, schizophrenia, anorexia, stress, work related stress. *Maurice Quinlan, Director, EAP Institute, Waterford.*

11.00 am **Tea/Coffee.**

11.30 am **Workplace Behavioural Health Risk Assessment - Mental Health.**

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.

1.00 pm **Lunch.**

2.00 pm **Mental health at the workplace – an integrated approach.**

Mental health problems, as compared to mental illness, are fairly common and are often experienced during periods of high stress or following upsetting events. For example, bereavement symptoms of less than two months' duration do not qualify as mental disorders. Nevertheless, bereavement can become debilitating if the individual receives no support during this period and it may also be necessary for the bereaved person to attend counselling during this time. Active efforts in mental health promotion, prevention, and treatment can significantly reduce an individual's risk of developing a mental illness.

Dr Richard Wynne, Work Research Centre

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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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	€109.00

LIMERICK SEMINAR HOTEL:

Rochestown Park Hotel

Douglas, Co. 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
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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.
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- 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

€295.00 FOR BOOKINGS RECEIVED BEFORE Sunday 31ST DECEMBER 2017 AT WWW.EAPINSTITUTE.COM

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

REGISTRATION FORM

Venue: Ashling Hotel, Dublin – Thursday 25th January 2018 Rochestown Park Hotel, Cork - Thursday 22nd February 2018

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