

# Employee Health and Well-Being - Developing a Resilient Workforce



## A High Value Learning Seminar

**Dublin**

**Limerick**

Ashling Hotel, Parkgate St.

Radisson Blu Hotel

Thursday 21<sup>st</sup> April 2016

Thursday 19<sup>th</sup> May 2016

### ABOUT THIS SEMINAR

#### Minister announces healthy workplace initiative

The Minister for Health, Leo Varadkar is preparing a new campaign to get workplaces more active by encouraging the public sector which employs 288,561 people to develop healthy workplace policies. Many private sector companies already offer similar initiatives and will be encouraged to get involved, share their experience or develop their own policies as part of the new approach. The move is being steered by the Healthy Ireland initiative which aims to improve the nation's physical and mental health. A proposed Health and Wellbeing Bill was signed off at cabinet in June 2015.

#### Employee Health and Wellbeing – Developing a Strategic Approach

In May 2008 the Health and Safety Authority launched a Workplace Health and Wellbeing Strategy which includes a list of illnesses which must be addressed to improve the overall health of the Irish working age population. This strategy provides the basis for developing this seminar.

#### Risk Assessment – All Workplace Behavioural and Physical Risks

The strategy recommends that risk assessments should be conducted and control measures, including health surveillance implemented for the following workplace behavioural risks; work stress, workplace bullying and intoxicants. Also included in the strategy are mental health issues such as anxiety, depression and major mood disorders.

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

- Developing a Workplace Health and Wellbeing strategy
- Conducting risk assessments on all workplace physical and behavioural risks.
- Why employers should manage mental health in the workplace.
- Reducing stress and increasing personal resilience

#### 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.

**BOOK ON LINE AT [WWW.EAPINSTITUTE.COM](http://WWW.EAPINSTITUTE.COM)**

### PRESENTERS



**Maurice Quinlan's** interest in Employee Assistance Programmes (EAPs) and Employee Health and Wellbeing developed when he worked with an Irish semi-state company. He founded the EAP Institute to provide EAP services, training and consulting to a variety of companies, public and private, ranging from shipping, retail, hospitality industry, manufacturing, power companies and the aviation sector. He has recently designed a high value learning seminar and reference manual for Employee Health and Well-Being and Resilience.



**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. He has developed the European Network for Mental Health Promotion and is a recognised expert on mental health issues in the workplace.

### SEMINAR PROGRAMME

**8.30 am** Registration – Tea, Coffee

**9.00 am** **Employee Health and Well-Being –  
Developing a Strategic Approach**

In May 2008 the Health and Safety Authority launched a Workplace Health and Wellbeing Strategy which includes a list of illnesses which must be addressed to improve the overall health of the Irish working age population.  
*Maurice Quinlan, Director, EAP Institute, Waterford*

**10.00 am** **Assessing the Workplace Behavioural and  
Physical Risks which may cause illness**

The strategy recommends that risk assessments should be conducted and control measures including health surveillance implemented for the following workplace behavioural risks; work stress, workplace bullying and intoxicants (defined as drugs and alcohol). Also included in the strategy are mental health issues such as anxiety, depression and major mood disorders.

**11.00 am** Tea/Coffee

**11.30 am** **Health Promotion, Health Surveillance and  
Health Screening in the Workplace**

This presentation will outline employer's legal obligations and requirements to conduct health surveillance, define health promotion and give examples of a health screening programme

**1.00 pm.** Lunch

**2.00 pm** **Why Employers should Manage Mental Health  
in the Workplace**

This presentation will focus on employer's guidance on how to deal with mental health issues at work which was completed last year for DG-Employment. Case studies of implementing some of the policies outlined in the public service will be discussed.

*Dr Richard Wynne, Director, Work Research Centre*

**3.00 pm** Comfort Break

**3.30 pm** **Reducing Stress - Increasing Personal Resilience**

The Certified Institute of Personnel and Development (CIPD), Business in the Community (BITC) and the Institution of Occupational Health and Safety (IOSH) have jointly published a new guide "Developing Personal Resilience". This guide looks at organisational resilience but also at ways of enhancing the resilience of staff members, both because this brings personal benefits but also because resilient employees are an essential aspect of a resilient organisation.

**APA**

**4.30 pm** Summary and Close

## Employee Health and Well-Being – Developing a Healthy and Resilient Workforce

**Dublin Seminar Hotel:**

**Tel. :**  
**Fax:**  
**Email:**

**Room Rate:**

**The Ashling Hotel**

Parkgate St.  
Dublin  
+ 353 (0)1 677 2324  
+ 353 (0)1 679 3783  
info@ashlinghotel.ie

Double B&B €149.00 per room  
Room only rate €129.00

Subject to availability

**Limerick Seminar Hotel**

**Website:**  
**Tel:**

**Room Rate:**

**Radisson Blu Hotel & Spa**

Ennis Road  
Limerick  
http://www.radissonblu.ie/hotel-limerick  
+353 (61) 456200

Double B&B €89.00  
Single B&B €79.00  
Room only €69.00

Subject to availability

**Accommodation:** Book directly with the hotel.

Please mention the EAP Institute to avail of the corporate rate. All rates subject to availability.

**HOW TO REGISTER:**

1. *Book online at [www.eapinstitute.com](http://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](http://www.eapinstitute.com). Or contact Anita Furlong at +353 (0)51 855 733
- 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:**

Save €55.00 Book before Friday 18<sup>th</sup> March for Dublin and Limerick seminars and pay €295.00. After that the fee is €350.00. This is inclusive of seminar attendance, course manual, USB, lunch, tea/coffees and seminar assignment.

## REGISTRATION FORM

**Venue:**  
Tick Box  **Dublin Thursday 21<sup>st</sup> April 2016**  **Limerick Thursday 19<sup>th</sup> May 2016**

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| Tel. No   | <input type="text"/> | Fax No:     | <input type="text"/> |
| Signed:   | <input type="text"/> | Date:       | <input type="text"/> |