



DEVELOPING AN INTEGRATED EMPLOYEE HEALTH & WELLBEING PROGRAMME

A High Value Learning Seminar

Portlaoise: The Midlands Park Hotel
Thursday 20th September 2018

ABOUT THIS SEMINAR

Work Related Health Risks.

The Health and Safety Authority announced a new health and safety strategy 2016-2018 which placed an increased focus on work related health risks. Employers have a legal obligation to assess all workplace health risks which may cause illness and comply with health and safety general application regulations.

Health Promotion, Health Surveillance and Health Screening in the Workplace

Under Section 22(1) of the SHWW At 2005, every employer must ensure that health surveillance appropriate to the risks to safety, health and welfare that may be incurred at the place of work identified by the risk assessment under section 19 is made available to his or her employees.

Government consults on healthy workplace framework

As part of its Healthy Ireland initiative, the Government is currently holding a public consultation on the development of a Healthy Workplace Framework. The consultation was

launched in Dublin in March 2017 by the Minister for Health Promotion, Marcella Corcoran Kennedy, and Minister Pat Breen, the Minister for Employment and Small Business.

Learning Objectives

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

- Developing a Workplace Health and Wellbeing policy and programme.
- Conducting risk assessments on all workplace physical and behavioural risks.
- 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.

PRESENTERS



Maurice Quinlan
Director of EAP Institute

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 Deirdre Gleeson
Specialist in Occupational Medicine

Dr Deirdre Gleeson graduated in 1992 from Trinity College, Dublin and completed vocational training in General Practice in 1996. Dr Gleeson completed the specialist registrar-training program with The Faculty of Occupational Medicine of The Royal College of Physicians in Ireland in 2004 and is now a Fellow of the Faculty. In 2005, Dr Gleeson founded Medwise Occupational Health Services, which has clinics in Dublin, Limerick and Naas and a mobile occupational health surveillance unit: Medwise Mobile Medicals. Medwise is accredited with SEQOHS: Safe Effective Quality Occupational Health Service.

Dr Gleeson has a special interest in injury case management, sickness absence assessment and all aspects of fitness for work. www.medwise.ie www.mobilemedicalservices.ie

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8.30 am	Registration. Tea/Coffee and Danish Pastries.	1.00 pm.	Lunch.
9.00 am	Guidelines on developing an integrated Employee Health and Wellbeing Policy and Programme	2.00 pm	Reducing Personal Stress, Personality Type,
Health and Safety Strategy 2016-2018. Employee Health and Wellbeing Bill 2015.		3.00 pm	Comfort Break
		3.30 pm	Increasing Personal Resilience
10.00 am	Risk Assessment – Physical Risks	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.	
Assessing all workplace physical risks which may cause illness. Identifying and complying with health and safety general application regulations.		4.30 pm	Summary.
10.30 am	Tea/Coffee	5.00 pm	Close.
11.00 am	Risk Assessment – Mental Health Risks		
Assessing all risks to mental health and wellbeing from workplace psychosocial, behavioural and mental health risks. Employer's legal obligations under Health and Safety and Equality Legislation. Case Law.			
12 Noon	Dr Deirdre Gleeson Health Surveillance and Personal Health Assessment.		
"Health surveillance is putting in place systematic, regular and appropriate procedures to detect early signs of work related ill health and then acting upon the results. The aim is to identify and protect workers at increased risk and to check the long-term effectiveness of measures to control risks to health. Employers are obliged to ensure that appropriate health surveillance is made available to employees for whom a risk assessment reveals a risk to their health." HSA 2007			

Maurice Quinlan

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