COMCARE’S GUIDE TO RESPECT AND CIVILITY IN THE WORKPLACE

This half-day session examines safety climate, safety culture and the impact of leadership, behaviour and job design in a work environment. The session also explores risk management strategies around behaviour and psychological health in the workplace.

COURSE OPTIONS

This course is available in a half day format (3.5 hours).

TARGET AUDIENCE

This course is targeted towards workers under the Commonwealth jurisdiction.

LEARNING OUTCOMES

By the end of this session, you should be able to:

- understand how leadership influences safety culture
- explain how psychosocial hazards relate to the Work Health and Safety Act 2011 (Cth) Act and duty holder responsibilities
- recognise the impact of a positive safety culture on behaviour and health outcomes
- describe harassment, discrimination and bullying hazards, risks and early warning signs associated with mental health illnesses
- explain options to respond to workplace bullying
- understand how “good work” supports mentally healthy workplaces
- promote psychologically healthy workplaces and a positive safety culture.
LEARNING APPROACH
This course assists participants, through group activities and discussions, to identify and understand:

- how safety climate and safety culture influences what behavioural norms are considered acceptable in your organisation
- how safety culture contributes to mentally healthy workplaces
- how a positive psychosocial safety culture is enhanced by effective leadership, setting behavioural expectations and good work design

The course also explores, through workbook activities and group discussion:

- risk managing work health safety risks and identifying and addressing the causes of workplace stress
- leadership styles, organisational culture and shared experiences in relation to psychosocial hazards (including bullying).

COMPLEMENTARY COURSES
Other Comcare courses that complement this one includes:

- Comcare’s guide to psychological health and safety in the workplace
- Comcare’s WHS Act in a day
- Comcare WHS: A Supervisor’s responsibilities

TAILORED IN-HOUSE SESSIONS
The Education and Engagement team can tailor this course for delivery in your organisation using specific case studies relevant to your organisation, issues that may impact your workers and your procedures and policies.

WHY CHOOSE COMCARE?
We work in partnership with workers and PCBUs to reduce the human and financial costs of workplace injuries and disease.

As Comcare is the Work Health and Safety regulator, our Education and Engagement Team have access to the most accurate, relevant and current research, case law, best practice cases and advice in both injury prevention and injury management across the Comcare Scheme.

Comcare’s educators have a solid understanding of the legislation and how it applies in the workplace. As a team, our educators are nationally accredited trainer/assessors and experienced in the field of health and safety, rehabilitation and compensation.

FURTHER INFORMATION
For further information please call the Education and Engagement Team on 1300 366 979, email education@comcare.gov.au or visit Comcare’s website www.comcare.gov.au.