

**OFFICIAL**



**Australian Government**

**Comcare**

# **Return to wellness: Embracing trauma informed practices in workplace rehabilitation**

Rehabilitation Case Manager Forum  
March 2024

## Comcare update

- The Guide for arranging rehabilitation assessments and requiring examinations:
  - Questions about the Guide can be emailed to: [schemepolicyanddesign@comcare.gov.au](mailto:schemepolicyanddesign@comcare.gov.au)
  - Links to Closing Loopholes legislation:  
[Federal Register of Legislation - Fair Work Legislation Amendment \(Closing Loopholes\) Act 2023](#)  
[Fair Work Legislation Amendment \(Closing Loopholes\) Bill 2023 – Parliament of Australia \(aph.gov.au\)](#)
- MHPN webinar, link to the webinar can be found here: [Strategies to support work participation for clients/patients living with chronic pain - MHPN](#)
- Good work design for managers and supervisors – links to team talks:
  - [Knowing your team](#)
  - [Building trust in your team](#)
  - [Supporting your team](#)
  - [Effective communication](#)
  - [Addressing work demands](#)
  - [Managing change at work](#)
  - [Managing absence](#)
  - [Enhancing performance](#)
  - [Providing flexible work](#)
  - [Supporting return to work](#)

## References

- [Stress and trauma - Australian Institute of Health and Welfare \(aihw.gov.au\)](#)
- [Childhood Abuse, Household Dysfunction, and Indicators of Impaired Adult Worker Performance - PMC \(nih.gov\)](#)
- [Adverse Childhood Experiences, Support, and the Perception of Ability to Work in Adults with Disability - PubMed \(nih.gov\)](#)

### Contact us:

Please contact us at [providerframeworksandRTW@comcare.gov.au](mailto:providerframeworksandRTW@comcare.gov.au) if you have any:

- Feedback on the forum
- Feedback on rehabilitation across the scheme, or
- Questions relating to our recovery and RTW guidance.

## Self care tools

Things that really helped with my recovery journey included:

- Seeing a Psychologist, Naturopath and Psychotherapist
- Listening to a [Guided Sleep Meditation](#) to help sleep
- Prioritising things that gave me joy

## Signature Programs

### Workplace Support Program

Psychosocial risk assessments to meet your legal obligations and identify the root cause of hazards to increase trust and engagement with staff and reduce absenteeism, staff turnover, complaints, claims and litigation.

### Courageous Leader Launchpad

Leaders need support to deal with the difficult aspects of the role, otherwise more harm can be caused. This 12 week program provides leaders with the tools, templates and training to know how to:

- Create a psychologically safe environment
- See the signs of declining wellbeing
- Manage conflict, bullying and harassment
- Deal with difficult people
- Manage poor performance and
- Navigate generational differences.

Contact [nicole@neonshed.com.au](mailto:nicole@neonshed.com.au) for details.

## Candid Quotes:

- *It's important to remember that while it's your job, it's their life.*
- *People often don't report until the damage is done.*
- *Approach conflict with a curious mindset.*

# About Nicole

## Hi, I'm Nicole!

I'm the Founder and Chief Courage Officer at [Neon Shed](#), which brings light to the dark sides of work.

I eliminate psychosocial hazards and ignite courage in leaders and teams by giving them the tools and options to know how to have a safe workplace.

I have over 20 years experience in communications and 15 in the work health and safety industry. I've worked for both NSW safety regulators, the workers compensation insurer and the workers compensation independent review office.

I'm a Consultant, Keynote Speaker, workshop facilitator and designer. I'm also the [Winner of the 2023 Influential Businesswomen Awards for Most Empowering Founder \(Australia\)](#) and the host of the [Under the Rug at Work](#) podcast.

I'm passionate about improving the psychosocial health of organisations, and helping to measure and manage psychosocial hazards to reduce and eliminate them.

Connect with me on [LinkedIn](#) or email [nicole@neonshed.com.au](mailto:nicole@neonshed.com.au) to find out more.



Nicole Turnbull

[www.neonshed.com.au](http://www.neonshed.com.au)



# DR JOHANNA LYNCH RESOURCES ON SENSE OF SAFETY

Click the icons to be taken to the corresponding webpage



See the Sense of Safety website for many images and a comprehensive list of references that I use in my presentations



Some free resources for your clients and access to my audiobook at a 20% discount using the code GIFT20



A short podcast on making the audiobook can give you a taste of the audiobook.



Audiobook is also available on Spotify and Audible



The e-book, paperback and hard back are available at Routledge and Amazon - see reviews here



TED talk by paediatrician Nadine Burke Harris



Website that explains toxic stress



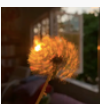
Ground-breaking paper on ACEs by Vincent Felitti



Australian Childhood Maltreatment Study



Paper on allostatic load



And for you personally: short guided reflections on your own sense of safety

*Dr Johanna Lynch*

[www.drjohannalynch.com](http://www.drjohannalynch.com)

[hello@drjohannalynch.com](mailto:hello@drjohannalynch.com)