WorkPlacePLUS Info pack for NDS members

# People and culture issues can be complicated.

WorkPlacePLUS is proud to partner with NDS to provide members and associates with best-practice employment advice and flexible HR solutions:

* Independent Workplace Investigations Risk & Compliance, HR Audits & Reviews
* Organisational Change & Restructuring Training & Development Programs
* EBAs, Employment Agreements & Pay Rates
* Mediation & Conflict Resolution Cultural Reviews
* Employee Assistance Program (EAP) Performance Management
* Strategic Planning & Executive Coaching

NDS members and associates can receive a free initial half-hour phone consultation with WorkPlacePLUS via the NDS IR/HR Advisory Service. Please complete [NDS’s professional advisory services online form](https://survey.au1.qualtrics.com/jfe/form/SV_7UR4dN6NcTBhOnP) to submit your IR/HR query.

# Testimonials

“The team at WorkPlacePLUS are extremely professional. I highly for independent workplace investigations.” Jantine Eddelbuttel, Melbourne Zoo

“WorkPlacePLUS have provided OC Connections with accurate and relevant advice and recommendations that have been critical to our ongoing operations and facilitated improvement in supporting and managing our workforce. Their service has been invaluable.” Therese Desmond, OC Connections

“You helped us immensely with risk mitigation and complex HR issues. Thanks WorkPlacePLUS!” Tony Meagher, Wathaurong Aboriginal Co-operative

“Since 2015, we have engaged WorkPlacePLUS to advise and support our 9000 members on HR management, industrial relations and employment matters.” Nichola Harris, Speech Pathology Australia

Let WorkPlacePLUS support you with managing bullying & harassment claims, industrial relations audits or disputes, planning and implementing organisational restructuring, improving poor staff engagement, fostering a mentally healthy workplace, adjusting to COVID-Safe requirements, and more...

For a confidential discussion on the specific needs of your organisation, please contact Anna Pannuzzo via [NDS’s professional advisory services online form](https://survey.au1.qualtrics.com/jfe/form/SV_7UR4dN6NcTBhOnP), which will be forwarded to WorkPlacePLUS for a response within 3 business days.

# Training & Development Programs

## Tailored to your unique workplace

Increased productivity, reduced employee turnover and promoting a mentally healthy workplace are just some of the crucial reasons to provide your staff with proper training.

Even the most experienced managers need to keep up with current workplace legislation. Letting this slide exposes your organisation to risk.

The team at WorkPlacePLUS has extensive experience in facilitating workplace training programs to leaders and teams in Australian healthcare, aged care, community service and not-for-profit workplaces.

“WorkPlacePLUS delivered a very practical and insightful training program for our senior leadership team. I would highly recommend the services of WorkPlacePLUS to any health or NFP organisation.” Kate Gillan, Otway Health & Lorne Community Hospital

## Every workplace is unique

WorkPlacePLUS will tailor a training program to meet your desired learning outcomes. We can either customise one of our signature programs or start with a blank canvas.

Our signature programs:

* Building Pathways to Great Leadership
* Making Culture Count
* Respect & Responsibility
* Courageous Conversations
* Managing Performance
* Smooth Career Transitions
* Mentally Healthy Workplaces
* Domestic Violence Contact Officer Training

We can also facilitate your HR processes such as onboarding, performance management, outplacement and trainings based on your policies and procedures.

# Online Training Solutions

## Give your staff the training and support they need while working from home

Professional development and workplace training programs by WorkPlacePLUS can be accessed safely and conveniently by staff who are working remotely.

Unlike other eLearning providers, we always customise the content to address the specific needs of your organisation. Our live video conferencing allows attendees to interact with the facilitator, ask questions and receive feedback.

We offer flexible delivery options, including:

* Live video conferencing
* Webinars
* On-site training (subject to government restrictions)

Let's chat! Make an appointment via [NDS’s IR/HR advisory service webpage](https://www.nds.org.au/resources/nds-ir-hr-advisory-service)

## Our facilitators are professional HR consultants

WorkPlacePLUS offers integrated HR services to facilitate long- term transformative learning and continuous improvement.

We can help you achieve your desired workplace culture.

# Workplace Wellness Matters

According to Safe Work Australia, 92 per cent of serious work-related mental health condition claims were attributed to mental stress.

And a recent Head’s Up report revealed that 91 per cent of Australian employees believe mentally healthy workplaces are important, but only 52 per cent of Australian employees believe their workplace is mentally healthy.

Regardless of whether mental stress is related to work or personal issues, an

Employee Assistance Program (EAP) can provide the critical support that employees may need to proactively address their mental stress before it escalates.

An EAP is a workplace wellness resource that is offered by the employer but facilitated by an independent provider. The EAP is designed to confidentially assist employees with a range of issues in a variety of ways.

## Employee Assistance Programs

WorkPlacePLUS offers a holistic, fully integrated EAP incorporating mental, emotional and physical health education. Our EAP’s are positioned to deliver innovative, best practice and proactive solutions.

* Engaging self-help material
* A range of counselling approaches: Short-Term Solution Focused, Positive Psychology & Cognitive Behavioural Therapy
* Knowledge, research and tangible solutions so our clients can make sustainable choices that support their long term wellbeing

Our service delivery model takes into account the four areas of wellness:

* Psychological Health
* Physical Health
* Lifestyle
* Working Environment

“Australian employees expect mental health support in the workplace environment, but many are not aware of, or are unable to access appropriate resources.” Heads Up / Beyond Blue – The State of Workplace Mental Health in Australia

### Employee Assistance for your Staff

Put a WorkPlacePLUS Employee Assistance Program in place to support staff who may be experiencing stress, emotional challenges or personal issues.

Your staff will be able to access Employee Assistance by voluntary self-referral or manager referral. They will then receive confidential, short-term solutions-focused support.

The Employee Assistance Program is provided to your employees independently by WorkPlacePLUS. Sessions are completely confidential and employees do not get charged for the service.

### Professional Support for a Range of Issues

WorkPlacePLUS counsellors and consultants have extensive experience, including but not limited to these areas:

* Organisational change
* Redundancy
* Emotional stress
* Mental health issues
* Addictions (drug, alcohol, gambling)
* Workplace conflict
* Grief / loss / bereavement
* Managing difficult behaviours (work or home)
* Relationship / LGBTQ / family issues
* Motivational / confidence issues
* Career support and planning
* Resilience and mindfulness strategies
* Critical work incidents
* Stress management
* Caregiver stress

### About Connie Juross

Connie Juross, Lead consultant, WorkPlacePLUS Employee Assistance Programs

WorkPlacePLUS EAP's are facilitated by Connie Juross, an organisational consultant trained in social work, with 20+ years’ experience delivering counselling, coaching and training services to the health, private, public, and NGO sectors, including culturally diverse organisations.

Connie is passionate about workplace health and wellbeing. She brings an energetic and engaging style to her work, providing support and practical strategies to individuals, managers and teams.

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