**WORKPLACE RESILIENCE**



# For the Creative Industries Sectors

**– managing stress and wellness**

**Work Health & Safety Skill Set**

Developed by TAFE NSW Northern Sydney for the Creative Industries sectors in collaboration with ACFIPS, the NSW Creative Arts Industry Training Advisory Body

### COURSE DESCRIPTION:



This skill set addresses how to adapt to changing circumstances at work and to bounce back from challenges and stress. Work environment stress and mental health issues have a detrimental impact on both employee and organisational performance.

Manage the identification, review, development, implementation and evaluation of effective participation and consultation processes as an integral part of managing work health and safety (WHS).

Identify signs and sources of stress within job roles and strategies to aid recovery from stressful situations.

### WHO SHOULD ATTEND:

Anyone involved in the creative arts sector who works alongside others.

### COURSE OUTCOMES INCLUDING:

* Contribute to scoping work- related health and safety measures and initiatives
* Develop program plans
* Develop and implement personal stress management strategy
* Develop and Implement stress management strategies and techniques within a team
* Develop team and morale building strategies

### TO REGISTER OR FOR MORE INFORMATION

**Contact**: Renata Middlebrook

**Phone**: 02 9942 3631 or **Email**:Renata.Middlebrook1@tafensw.edu.au

**COURSE SNAPSHOT**

**Location: The Arts Exchange**

**10 Hickson Road**

**Dawes Point**

**Course:** Statement of Attainment in Workplace Resilience

Course 158-41072

**Cost:** TAFE NSW Funded Program

**Delivery:7 May 2018**

**Time: 9:30 am – 4:30 pm**

**Units of Competence**:

**BSBWHS410** Contribute to work- related health and safety measures and initiatives

**BSBWOR403** Manage stress in the workplace

RTO 90000. This document is correct at the time of printing:.

\*Terms and conditions may apply.

### PRESENTER:

Alison is an experienced learning and development practitioner, engaged in design and delivery of Work Health and Safety competency based training for the performance and events sector as well as a broad cross section of industry. Working both as an independent contractor and within TAFE NSW, Alison has a diversity of experience, facilitating practical outcomes for participants.

Alison believes that work health and safety is integral to daily workplace operations and should have a practical application – not as a legislative burden.

### UNITS COVERED:

**BSBWHS410** Contribute to work-related health and safety measure and initiatives.

Covering the legislative requirements for organisations to develop and implement work related health and safety initiatives. This will include specifics of planning, resourcing and evaluating programs that reflect organisational needs.

**BSBWOR403** Manage stress in the workplace.

Covering the identification of signs and sources of stress within job roles, and the development of strategies to manage situations to enable recovery from stressful situations. The focus will be on both individual and team strategies.

### COURSE STRUCTURE:

### Morning

Overview of the current status, of Workplace Resilience in the arts sectors. Discussions facilitated with participants to identify and share current level of knowledge and skill, based on specific industry context, recent industry based research into the mental health issues of the Creative Arts industry and compliance obligations for the welfare of workers.

Issues to be addressed will include:

* Awareness of workplace stressors – managing your own and others wellbeing.
* Identifying intangibles – team stressors and their impact on team management strategies, specific to the performance and event sector.
* Resources available to support health and wellbeing initiatives, within the context of WHS legislative compliance.
* Initial development of an action plan to address specific needs of individual participating organisations and teams.

### Afternoon

Practical application from the morning discussion and outcomes – focusing on reviewing current industry scenarios, participants will workshop solutions to common industry experiences, exploring creative solutions and identifying strategies to implement workplace resilience practices.

During this session participants will have the opportunity to seek feedback on strategies to identify and implement issues facing their own organisation. This will include resourcing, responsibilities, timeframes, consultation, risk management and employment practices to develop health and wellbeing initiatives within their specific organisation.

### COURSE OUTCOME:

Comprehensive understanding of workplace resilience and its importance within the arts industries, identifying work patterns and behaviours that contribute to the impact of mental health issues within the workplace.

Participants will develop an action plan to establish and review practical working solutions to address wellbeing and support positive workplace practices. This will include opportunity to workshop and review with industry colleagues. On completion and submission of assessment tasks a Statement of Attainment will be issued.

### SUPPORTING RESOURCE MATERIALS:

Work Health and Safety Act 2011

Work Health and Safety Regulations 2017

How to manage work health and safety risks - Code of Practice 2011

Work health and safety consultation, co-operation and co-ordination – Code of Practice 2011 Industry Research and support materials.

Participants to bring examples of their own health and wellbeing initiatives if available.

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