

WEBINAR – EMPLOYMENT RIGHTS, RISKS AND RESILIENCE FOR DOCTORS WORKING IN THE PUBLIC HEALTH SYSTEM

ONLINE WEBINAR

- Presentation 1** Opening address + #Us2 - Empowering Doctors working in the public health system, imparting hope and resilience
- Presenter:** Professor Carmelle Peisah, UNSW Conjoint Professor, USYD Clinical Professor; Founder-President Capacity Australia, International Expert in Doctors Health, Family and Systems Therapist
- Abstract:** Both our own work and the Beyond Blue, National Mental Health Survey of Doctors and Medical Students have shown higher rates of psychological morbidity and burnout amongst hospital-based doctors. The myriad reasons for this are dominated by workplace stressors including complex interpersonal, systemic and organizational stressors. From the dual perspective of both professional and lived experience, this paper will provide a practical survival approach which shifts doctors from victimhood to "choosing to stay (or not)." The responsibilities to the organisation and one's colleagues will also be highlighted.
- Presentation 2** What is psychological workplace injury and how does it effect Doctors: a conversation with Dr Sharon Reutens
- Presenter:** Dr Sharon Reutens and Professor Carmelle Peisah
- Presentation 3** Managing psychosocial hazards in the workplace: a Q&A with two lawyers
- Presenters:** Sonya Black. Legal Team Manager - Workplace Relations at Avant Law. She has over 25 years experience as an employment lawyer and has been advising doctors and medical practices for over 15 years.
- David Morris, Principal of Morris Legal. David is an accredited specialist in employment law and has been practicing in health since 1997.
- Abstract:** Psychosocial hazards are anything at work that may cause psychological harm such as working hours, the working environment and behaviours including bullying, harassment, discrimination, aggression and violence. We will consider how you should manage risks to your psychological health in the workplace and what your employer needs to do to support your psychological health. Some examples of Q's in relation to psychological health that will be addressed include:-
- (i) the significance of the recent 2022 case of Kozarov v Victoria, where the issue of duty of care and onus on employers to prevent foreseeable psychiatric injury was articulated, including the obligations of employers that flow from this case and other Common and Statutory Law;
 - (ii) the various steps to take if you consider yourselves psychologically injured, and what is in your best interests;



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(iii) as senior Drs acting in leadership roles how to address problematic behaviour/professional misconduct of staff in the face of vexatious counter-accusations of bullying etc;

(iv) When undertaking performance review in response to a complaint about a staff member how does one balance obtaining team feedback and being accused of soliciting complaints and slander?

(v) The issue of 'defensive practice'.

Presentations 4 & 5 How and why complaints hurt: psychological responses to complaints & involvement with regulation agencies

Presenters: Assoc. Professor Louise Nash and Dr Kathryn Hutt



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