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# Altius Group Training Services 2023

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# Contents

01	About Us
02	Mental Health
03	Wellbeing
08	Developing People and Teams
10	Leadership
12	Work Health and Safety
16	Training for the Personal Injury Sector
19	Specialist Medical Training
22	Contact Us

# About Us

Our training solutions are designed to meet the needs of your organisation, ensuring that your employees are equipped with the necessary skills to thrive in a changing climate. Our team of experienced health professionals are committed to providing engaging and evidence-based learning experiences that promote physical and psychological safety. With our tailored packages, your employees can receive training across an array of topics, with a number of delivery options available:



Face to face and online formats



Small and large group delivery



Short (1-2 hour), medium (3-4 hour) and long (full day) workshop style delivery

We will work with you to tailor our training packages to suit your needs. Whether you require a shorter, more concise session, or a longer, more comprehensive program, we can work with you to create a package that is perfect for you.

In addition, we offer several sessions in webinar format as part of our Altius Group Wellbeing Webinar Series which are noted within the document (\*). These can be purchased individually or as a complete package. For more information, please contact our webinar team at [webinars@altius-group.com.au](mailto:webinars@altius-group.com.au)

To book or for more information on our training packages, topics and delivery options, please contact us on 1800 258 487 or visit us at [altius-group.com.au/contact-us/](https://altius-group.com.au/contact-us/)





# Mental Health

## **Mental Health Education and Awareness** (Online, Self-Paced Learning Module)

Mental Illness is a leading cause of disability in Australia, impacting people both personally and at work. Participants build an understanding of mental health conditions, as well as skills and confidence in having difficult conversations and taking action to provide support.

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*Included in the Altius Group Wellbeing Webinar Series - 22 June 2023\**

## **Mental Health First Aid (Accredited MHFA Aust Course)**

This course will teach you how to offer initial support to adults who are developing a mental health problem, experiencing a worsening of an existing mental health problem or in a mental health crisis, until appropriate professional help is received or until the crisis resolves. The course curriculum is evidence-based, as informed by the Mental Health First Aid Australia guidelines.

Course participants learn about the signs and symptoms of common mental health problems, how to provide initial help, where and how to get professional help, what sort of help has been shown by research to be effective, and how to provide first aid in a crisis situation.

## **R U OK? Day - Speak up, Stand up**

This R U OK? Day we are talking about bullying and harassment in the workplace. Bullying carries with it a huge risk for anxiety and depression. This webinar will provide the skills to engage in courageous conversations when you see bullying in action and give you the confidence to be an upstander rather than a bystander in difficult situations.

*Included in the Altius Group Wellbeing Webinar Series - 14 September 2023\**

# Wellbeing



## **Be Well, Live Well**

Be Well, Live Well is for anyone who wants to proactively support their physical and mental health to optimise their wellbeing. We live in a country where 46.6% of adults have a least one chronic condition. This is a health issue that affects a person's everyday quality of life. This session goes back to basics - giving practical tips and tools to improve your sleep, make sound nutritional choices and understand the link between movement, exercise, sleep, and stress.

## **Changing Habits to Optimise Health**

We develop good and bad habits throughout our lifetime. Some of these can become firmly entrenched and are difficult to change. However, changing habits can help transform stress, build confidence, and create a happier and healthier lifestyle. Learn tips and strategies to make lasting change and embrace new habits to improve wellbeing.

## **Deescalating Aggression and Managing Mental Health Risk**

This course ensures that employees working in public-facing roles have the knowledge, skills, and resilience to respond to disrespectful, aggressive and/or mentally unwell members of the public. It is designed to increase awareness and build an understanding of a broad range of customer facing challenges and mental health issues, ensuring employees have the skills to maintain quality service whilst still looking after themselves. Participants will learn how to access appropriate support services and learn practical skills to ensure they can respond to difficult situations.

## **Developing a Healthy Relationship with Technology**

Technology pervades every part of our working and home life. While we gain huge benefits from this there are areas of our lives that can suffer if we don't maintain a healthy balance. This webinar explores the hidden pitfalls of using technology on our relationships, sleep and mental health and will provide recommendations for your personal and work life to maximise the benefits of technology, while maintaining your wellbeing.

*Included in the Altius Group Wellbeing Webinar Series - 20 July 2023\**

## **Finding Mindfulness in a Time of Unlimited Distractions**

We are living our lives in a time of unlimited distractions, with constant interruptions to our work and personal lives. Participants recognise their distractions and learn the scientific benefits of mindfulness. They are guided through a series of mindfulness activities that can be applied to their daily lives.

*Included in the Altius Group Wellbeing Webinar Series - 19 October 2023\**

## **Fit for Work / Fit for Life**

This session helps organisations to assist their staff to become fit and healthy for the benefit of their personal life and also keeping them fit at work and less likely to sustain an injury.

## **Goal Setting for All Year Round**

Goal setting is the most achievable way to fulfill your personal ambitions. It is the process of creating an actionable plan that you can adapt and refer to throughout the year as you progress towards your final goals. This webinar will be your 'how to' on approaching goal setting so you can move forward in your health, wellbeing and work.

*Included in the Altius Group Wellbeing Webinar Series – 19 January 2023\**

## **Health at Home**

Self-care in the home environment can take a back seat when we are busy. This training reminds us to reconnect with ourselves through activities that resonate with us, such as walking and mindfulness, and to reconnect with the people we care about most.

## **How to Exercise for your Heart and Health**

The benefits of exercise cannot be understated. It improves heart health, mental wellbeing, aids sleep, keeps our bones strong as we age and supports weight control. This webinar will guide you on suitable exercise strategies for your age and health goals and how to keep your motivation and create an exercise habit for life.

*Included in the Altius Group Wellbeing Webinar Series – 16 February 2023\**

## **Maintaining a Healthy Body and Healthy Mind**

The 'busyness' of our modern life poses risks to people falling into patterns of unhealthy habits. This session provides education on the importance of maintaining a healthy body and mind. It teaches evidence-based strategies to maintain biological and psychological wellbeing.

## **Managing Climate Change and Eco-Anxiety**

The reality of climate change is very frightening, and psychologists are seeing an increase in clients distressed about our world's future. This session normalises responses about climate change and supports participants in challenging their climate anxiety towards productive behaviour for a more hopeful future.



## Managing Stress and Building Resilience in the Face of Adversity

Resilience is the ability to bounce back from adversity whilst continuing to develop and grow. This session explores stress and the impact that it has on our wellbeing, as well as the concept of resilience and its importance. It teaches participants evidence-based strategies to manage stress and to come out the other side of adversity and hardship stronger than ever before.

## Optimising Health through Nutrition

Delivers recommendations for optimal health and wellbeing, including nutrition anchors and advice to keep you physically and emotionally well. Covers the foods and nutrients that support mood and brain health to boost concentration and mental clarity as well as those to aid in the relief of anxiety, stress and depression.

*Included in the Altius Group Wellbeing Webinar Series – 16 March 2023\**

## Preventing and Responding to Domestic and Family Violence

Domestic and Family violence can have devastating consequences on the target's physical and mental health. In this session, participants build an understanding of the breadth and complexity of these problems, and the importance of challenging the attitudes and beliefs that help perpetuate violence. Participants develop the skills and confidence in providing support to employees experiencing domestic and family violence.

## Respectful Relationships – Improving Important Relationships in Your Life

Maintaining good relationships with our loved ones is important for a happy home life and our sense of wellbeing – but with so many of us being time poor we forget to give these relationships the attention they deserve. This webinar seeks to show us pathways to restoring and improving these crucial relationships.

*Included in the Altius Group Wellbeing Webinar Series – 16 November 2023\**

## Responding and Adapting to Change and Uncertainty

The only thing certain in life is change. Resistance to change prevents us from performing our best in both our personal and work lives. This session explores common reactions to change and supports participants in coming to terms with the current, ambiguous, and ever-changing context.



## **Sit Less and Move More**

Incidental activity is key to optimising daily movement. Many of us find ourselves sitting for too long and moving too little. Incidental exercise is shown to reduce risk factors of chronic disease and improve physical and mental wellbeing. This session teaches participants how to integrate lasting habits into the everyday for health improvement.

## **Sleep as a Super Power**

Sleep is an essential part of a healthy life. Too little and our reflexes are impaired, our concentration levels plummet and we crave unhealthy foods. This webinar explores how much sleep we need to bring our best selves to work and how we can optimise our lives and environment for the best chance of achieving the sleep we need.

*Included in the Altius Group Wellbeing Webinar Series – 17 August 2023\**

## **Stress Management**

This session looks closely at good health, depression, anxiety and stress including common workplaces stress and how to handle this including some relaxation techniques.

## **The Essentials of Financial Health**

Managing finances can be a huge cause of stress which is why Altius Group advocates financial wellbeing as one of our key pillars of health. Our guest presenter will provide guidance on the essentials of financial health to help you plan for your long-term financial wellbeing.

*Included in the Altius Group Wellbeing Webinar Series – 18 May 2023\* (Guest Speaker)*

## **The Power of Positive Thinking**

Altius Group joins forces with a special guest speaker to talk about the power of positive thinking. This webinar will provide you the skills to self-identify early signs of stress, anxiety and burnout. Additionally, you will be provided guidance and tools to promote self-care and improve your health and wellbeing.

*Included in the Altius Group Wellbeing Webinar Series – 20 April 2023\* (Guest Speaker)*





## **Understanding and Managing Vicarious Trauma**

Sometimes we work with individuals who have experienced, or are experiencing, significant hardships. The indirect experience of this suffering can be difficult and lead to serious issues in its own right. This is called vicarious trauma. This session explores what vicarious trauma is, how it affects people, and what we can do to manage it.

## **Using Positive Psychology and Values to Promote Wellbeing**

It becomes increasingly difficult for us to maintain focus on the things that are most important to us during difficult times. This workshop teaches you how to leverage Positive Psychology and Values Focused Behaviour to promote your personal wellbeing and to refocus your energy into the things that are most meaningful for you.

## **What Is a Healthy Amount Of Exercise / Physical Activity?**

Will a gentle half-hour walk every day suffice or do we need to be exerting ourselves more? In this webinar, we share the real ins and outs of how to stay in optimum health through exercise and provide tips and hints on the best ways to incorporate exercise into your busy life, how to stay motivated and create routines that will keep you accountable and consistent.





# Developing People and Teams

## **Building & Managing Remote Teams for Success**

Working remotely may be new to some, but it has worked for teams worldwide for many years. This session answers the question of 'how to make the most of working remotely', providing useful tips on how to maintain communication and important relationships, whilst working in different locations.

## **Creating a Culture of Team Players**

Teams that thrive have a culture of shared values and purpose. They have awareness of their own and others' personality styles and create an environment of psychological safety. Participants are taken through a series of activities to identify and clarify aspects of their personality style that will enable the team to perform.

## **Diversity Awareness**

Australia has an extremely diverse population and research suggests that diversity among employees can lead to better experiences for staff and better outcomes for organisations. This session acknowledges the different dimensions of diversity and the ways in which discrimination can take place. Staff will leave this session with a better understanding of the benefits of having a diverse workforce and knowledge on how to create inclusive workplaces.

## **Effective Communication for Difficult Conversations**

We all face difficult people at some point in our lives and situations of conflict can escalate and impact the mental wellbeing of those involved in the conflict situation. During this training, participants develop an understanding of the ways in which conflict escalates. They are taken through a series of activities to recognise their own triggers and emotional responses. They learn skills and strategies to manage difficult situations, such as assertiveness and de-escalation.

## **Finding Work Life Balance whilst Parenting, Caretaking and through other Life Demands**

Achieving balance between our work and home life has become increasingly difficult, particularly with access to work through the use of technology at any place and any time. This session is focused on managing competing priorities. It provides tips to establish boundaries and seek fulfillment across all realms of one's life.

## **Maximising Time Management and Productivity**

Our lives present a series of distractions and challenges to high performance. During this training, participants build an understanding of barriers to productivity relating to procrastination, prioritisation and time management. They learn tangible skills to maximise their time and energy to "work smarter".

## **Promoting Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Diversity**

The LGBTQIA+ arena has been through a great transition in recent years with many workplaces seeking opportunities to promote employee diversity. Participants learn about the experience of LGBTQIA+ individuals and identify ways they can create a safe and comfortable environment for everyone.

## **Respectful Workplaces – Putting an End to Sexual Harassment**

Sexual harassment remains a pervasive issue that impacts individuals and others exposed to disrespectful behaviours at work. This session educates staff about appropriate and inappropriate workplace behaviours and the consequences. It supports participants in developing the skills to prevent sexual harassment and become an 'upstander' if they are impacted or witness disrespectful behaviour at work.





# Leadership

## **Avoiding the Great Resignation: Management Skills to Keep Staff on Board**

Managers play a unique role in sharing their experience at work and it is commonly said “People don’t leave jobs, they leave managers”. This session delves into the theory and practice of effective people management. It teaches evidence-based strategies to support the retention of staff.

## **Conversations that Count**

Managers and Supervisors can create happier, safer, trusting and more productive work environments by having authentic and proactive leadership conversations. Conversations that Count is a bespoke workshop for Managers/Supervisors that is designed to support them navigate key leadership conversations with skill and confidence.

## **Effective Leadership Through Change and Uncertainty**

Effective leadership is a crucial component of supporting and leading organisations through change and uncertainty. Participants build an understanding for how such contexts can impact on the wellbeing of staff. The session builds skills in modelling positive behaviours for others and provides tips and strategies for supporting staff through change.

## **From Good Leaders to Great Leaders**

Ever wondered what distinguishes a good leader from a great leader? Research suggests that there are common traits among highly effective leaders that sets them apart from their peers. This session explores the latest research in effective leadership and challenges leaders to reflect on their leadership strengths and areas for improvement, to develop their own personal leadership style and perform at their best.

## **Managing Mental Health whilst Managing Performance**

Performance management can be tricky at the best of times and managing performance when someone is dealing with a mental health condition can be particularly challenging. This session trains managers on identifying and addressing the warning signs of mental illness. It provides practical tips and strategies for providing mental health support in the workplace while maintaining clear boundaries.

## **Mental Health Awareness for Leaders**

Mental Illness is a leading cause of disability in Australia, impacting people both personally and at work. This version of our Mental Health Awareness program is designed to assist leaders in identifying and supporting staff experiencing Mental Illness in the workplace. It explores additional topics such as confidentiality, reasonable work adjustments and performance management.

## **The Emotionally Intelligent Leader**

Emotional Intelligence is known as the 'people smarts', enabling leaders to understand their own and others' feelings to inform how they interact with the world around them. Participants learn how to use emotional intelligence to connect with themselves, their teams, customers and stakeholders to enhance team and organisational performance.





# Work Health and Safety

## **Bullying and Harassment Prevention**

Bullying and harassment is never ok. Prevention is the key to creating a positive work culture. Participants learn to identify bullying and harassment, their obligations in preventing and reporting inappropriate behaviours and what they can do to support themselves and others.

## **Chain of Responsibility Awareness**

This training explores the Chain of Responsibility (CoR) and the legal obligations under the Heavy Vehicle National Law (HVNL). It educates on managing the risks associated with your road transport activities.

We'll guide you through:

- Requirements under CoR laws as well as further knowledge on industry codes of practice
- What practices individuals within the chain need to implement to comply
- Make an informed decision on performing on-road risk assessments, incident reporting, and understanding the consequences of a breach for an organisation.

## **Contractor Management**

Under work health and safety legislation all employers and workers have legal obligations to be proactive about their own and their co-workers' health and safety. When a contractor is engaged by an employer, both parties have shared responsibilities and must work together to ensure the health and safety of themselves and others. This training course will provide managers, supervisors, and workers, with the skills necessary to apply the correct principles to manage safety in contractual relationships.

## **Due Diligence**

This training will provide officers and senior managers with the knowledge necessary to effectively exercise their positive duty of care and manage safety in the working environment and provide participants with the tools to interpret and apply due diligence, and understand key elements of relevant safety legislation including, risk management, consultation, and incident notification and understanding the importance of positive safety performance.

## Ergonomics Training

Whether your team is on the road, working from home or in an office, these latest tips and techniques will ensure they are creating an optimal match between themselves, the work they perform and the equipment they use. Using sound ergonomic principles, these strategies can promote workplace health, minimise injury risk, boost productivity and morale, and decrease staff turnover and absenteeism. Designed and presented by our physiotherapists, occupational therapists and exercise physiologists, this training fosters an ergonomics ethos across all levels of an organisation.

## Ergonomics Train the Trainer

According to Safe Work Australia statistics, work-related injuries and diseases cost the economy more than \$61 billion per year, with 36% of these injuries caused by 'Body Stressing'. Ergonomic assessments are a key way you can lower the physical risks to employees. This training gives a comprehensive overview of how to mitigate the risks for employees working at a computer station as well as those performing manual handling tasks.

## Hazard and Incident Investigation

Incident investigations identify the root cause of an event enabling control measures to be put in place to avoid further incidents. By collecting incident information and analysing it within a risk management process everyone can learn and improve safety practices.

This training provides an overview of the legal requirements when reporting and investigating incidents. It will provide participants with the skills and knowledge required to plan, conduct, and report on investigations of work health and safety (WHS) incidents that have the potential to, or have resulted in, injury or damage.

## Injury Management for Supervisors and Managers

Managing injuries within the workplace benefits everyone. Workers with an injury see their prospects of recovering and returning to their former lifestyle maximised, employers retain experienced workers, productivity is restored swiftly, and claim costs are reduced.

This training will assist participants to appropriately manage workplace injuries and worker's compensation claims in order to achieve a prompt, safe and durable return to work for a worker with an injury, ideally into their pre-injury employment.



## Manual Task Training

Are you managing your employees' risk? With over a third of workplace injuries associated with manual tasks, we guide employees through best practice for lifting, carrying, pushing, pulling or holding a load, object or person. Training plays a key role in protecting workers from harm associated with manual tasks that are part of getting the job done. This training is tailored to cover duties specific to each workplace.

## Preparing and Managing SWMS

Safe work method statements (SWMS) are an important part of any health and safety system. A SWMS is a document that sets out the high-risk construction work activities to be carried out at a workplace, the hazards arising from these activities and the measures to be put in place to control the risks. This training provides advice for participants on creating a greater understanding of the function, content, and application of SWMS.

## Psychological Safety: A Necessity for Organisations to Thrive

High performing organisations have one thing in common: psychological safety. Employees need to feel comfortable taking moderate risks to promote creativity and innovation. Leadership plays a key role in crafting this environment. Participants learn the theory and application of psychological safety at work.

## Risk Management Training

All business decisions involve some level of uncertainty or risk.

Risk management is the continuing workplace process that identifies, assesses, and controls all reasonably foreseeable hazards and risks.

This training session will guide participants in creating, implementing, and evaluating a risk management strategy that supports their organisational objectives and ensures the minimisation of risk. Participants will become competent in identifying and managing risk while applying risk management processes and coordinating a risk management strategy.





## **WHS Committee Training**

Health and Safety Committees (HSCs) allow organisations to work together with workers on health and safety matters and ensures genuine representation and consultation occurs at all levels of an organisation.

Participants will gain the necessary skills and knowledge to be an effective member of the Health and Safety Committee (HSC) under the WHS Act 2011, to develop better safety standards and practices in their workplace.

## **WHS for Supervisors and Managers**

Managers and supervisors within any organisation have a responsibility to understand and implement Work Health and Safety legislation and requirements. This ensures staff are working within a safe work environment.

Participants will gain a thorough understanding of the legal requirements associated with WHS, as well as the significance of implementing comprehensive WHS policies and frameworks within an organisation.





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# Training for Personal Injury Sector

These training modules are suitable for claims staff and IMA's working in the personal injury sector across workers compensation, life and CTP insurance.

## **ADL Assessment**

ADL Assessments measure an individual's level of functional ability with consideration to their performance of self-care tasks, domestic maintenance and general community mobility. During this training, participants develop an understanding of ADL Assessments and how they can be of benefit following surgery or injury.

## **Early Intervention**

Research shows that immediate support and return to work planning drastically improves a workers' ability to recover from their injury or illness and return safely and sustainably to their job. During this training, participants build an understanding of the key benefits of Early Intervention in return to work.

## **Future Pathways**

Rehabilitation Services conducts Vocational Assessments using FuturePathways© - an innovative, digitally supported vocational and career matching assessment platform. The interactive platform guides those requiring vocational, redeployment or outplacement support by accurately matching them to the best, most suitable careers. We utilise FuturePathways© Vocational and Career Matching platform, along with the expertise and coaching experience of our consultants, to deliver accurate insights into a client's future potential and support them in finding meaningful employment matching their values, interests, skill-set and motivational drivers, which reflect any injury considerations. This training explains how Rehabilitation Services uses FuturePathways© to facilitate return to work outcomes.

## **Good Workplace Rehabilitation**

Despite the best efforts of employers and workers, some work-related injuries or illnesses are unavoidable. Good workplace rehabilitation is about finding the best ways for the worker to remain at work and engaged with the workplace while keeping their valuable work skills. Good workplace rehabilitation means faster recovery and reduced suffering for the workers, and a reduction in costs of workplace injuries for employers. In this training, participants learn the theory and application of good workplace rehabilitation.

## **GP Communication**

Throughout the return-to-work process, GPs play a central role in managing an injured worker's health and wellbeing. Having a GP who is actively engaged in the process can assist with a safe and timely recovery and return to work. However, GPs high caseloads and limited availability can often make them difficult to reach and challenging to communicate with. This training provides practical tips and strategies to effectively communicate with GPs and engage them in the return-to-work process.

## **Long COVID19**

COVID19 has had a global impact since its detection in December 2019. At Altius Group, we have been managing long COVID claims predominantly in compensation schemes via an holistic, collaborative, and goal focused approach to coordinate all interventions with clearly outlined client defined goals.

## **Managing Primary Psychological Claims and Secondary Psychological Claims**

Recovering from a psychological or secondary psychological injury isn't easy - in this training, participants will learn how to navigate and support those recovering from psychological or secondary psychological injuries to maximise outcomes for all parties.

## **Role of a Rehab Provider – Basics**

Workplace Rehabilitation Providers (WRPs) are a vital component of supporting someone back to work following injury or illness. Participants who are new to the industry will develop an understanding of the role of a WRP and how this can support their role and a worker in the achievement of a return to work.

## **Role of a Rehab Provider – Advanced**

Workplace Rehabilitation Providers (WRPs) are a vital component of supporting someone back to work following injury or illness. Participants who have some experience as a key stakeholder in the industry will develop a stronger understanding of the role of a WRP and how this can support their role and a worker in the achievement of a return to work.



## **The Health Benefits of Good Work**

Good work improves general health and wellbeing and long-term work absence, work disability and unemployment generally have a negative impact on health and wellbeing. Workplaces which follow the principles of good work commonly see improved individual health, wellbeing, engagement, and productivity. During this training, participants build an understanding of the key benefits and principles of good work.

## **Understanding and Managing Complex Claims**

In this training, participants will learn how to navigate and manage complex claims. The training will teach how to apply a biopsychosocial framework to understanding claims and the risk of long term disability due to injury, and once these risks have been identified, which services and interventions are best suited to address these risks. This training is ideally suited for those that have been managing claims for at least 6 months.

## **Workplace Assessments**

Workplace Assessments identify an individual's specific health issues and potential sources of symptom elevation. This enables our specialists to provide confirmation of appropriate work duties and make specific recommendations, such as advice on correct working postures, ergonomic postures and safe working principles. During this training, participants build an understanding of what a Workplace Assessment is, and how it can be used to support a safe and sustainable return to work for both physical and psychological injuries.

## **Understanding Independent Medical Examinations and Fitness for Duty Assessments**

The purpose of this training is to provide an overview of Independent Medical Examinations (IME) and Fitness for Duty (FFD) assessments. We will discuss the differences between these two types of assessments, when each might be appropriate, and what to expect in a report. This training will also address how to prepare the client for the evaluation.





# Specialist Medical Training

## - Understanding Independent Medical Examinations

We offer a comprehensive range of specialist medical education and training topics. Run by leading medical specialists in their field, these sessions can support the attainment of knowledge toward a particular health issue amongst a medico-legal audience.

### **Hip cases: medicolegal issues and pitfalls**

*Dr Jeremy Bartlett*

Orthopaedic surgeon, Dr Jeremy Bartlett discusses the potential issues with hip joint replacements, including leg length discrepancy; post-operative infection; and ill-fitting prosthetics. It includes guidelines on potential prophylactics including TED stocking and anticoagulant therapy.

### **Patient Retrievals and Transfers: Responsibilities and Realities**

*A/Prof Luke Lawton*

Professor Luke Lawton, director of A&E in a tertiary QLD hospital and Head of Aeronautical Medical Transfers, discusses the challenges and logistics in patient transfer and retrieval by road and air.

### **Shoulder injuries-conservative treatment opposed to surgery – what is the best course of management and what leads to poor outcomes from each**

*Dr Ash Moaveni*

Orthopaedic Surgeon, Dr Ash Moaveni discusses the best course of management for shoulder injuries, including surgery and non-invasive treatments. Factors that are covered include the benefits of early diagnosis and treatment; the duration periods for viable shoulder surgery; and the patient's circumstances including age and mobility.

### **The Emergency Department Triage System, where things can go wrong**

*A/Prof Luke Lawton*

Professor Luke Lawton, director of A&E in a tertiary QLD hospital, discusses the guidelines surrounding triaging and the process of patient categorisation. Potential issues arise if patients are not seen within the recommended and regulated timeframe for their category, impacting the medico-legal response.

## **The immunocompromised and COVID, biases in medicine leading to poor outcomes**

*A/Prof Nada Hamad*

Professor Nada Hamad, Medical Oncologist, discusses the challenges of cancer treatment and care during the COVID pandemic, and how therapy outcomes have been affected due to hospital closures and restricted travel.

## **Scaphoid Fracture Management**

*Dr Ash Moaveni*

Orthopaedic Surgeon, Dr Ash Moaveni discusses the frequency and presentation of Scaphoid fractures, including non-union rates, risks, fracture patterns and diagnosis. He covers the surgical treatment options, as well as the prognosis for the patient.

## **The link between perinatal hypoxic-ischaemic injury and Autism Spectrum Disorder**

*A/Prof Vicki Anderson*

Professor Vicki Anderson addresses the link between Hypoxic-ischaemic encephalopathy – a brain injury caused by oxygen deprivation to the brain, and autism spectrum disorder - a subjective diagnostic label based on observed behaviours. The last decade has seen an increase in claims where paediatric neurologists are willing to link an autism diagnosis with a birth injury and this training will discuss the epidemiology and risk factors involved.

## **The Trials and Tribulations of Suicide Prediction and the Mental Health Act**

*A/Prof Ilan Rauchberger*

Associate Professor Ilan Rauchberger covers the context of suicide in Australia, including a mental health system under strain, problems with risk prediction and statutory obligations under the Mental Health Act. A/Professor Rauchberger discussed Duty of Care at Common Law, including the key elements that may result in litigation regarding suicide and examples of questions when an expert opinion is sought.



## **Breast disease, delayed diagnosis & appropriateness of treatment and role of Breast screen**

*Dr Susan Pendlebury*

This presentation by Radiation Oncologist, Dr Susan Pendlebury MBBS FRANZCR, seeks to provide tools to assess the prognostic impact of a clinical delay in the diagnosis of cancer – using breast cancer as the illustrative case. It discusses the clinical course of breast cancer including clinical and pathological influences and provides advice on the tools for predicting the presence or absence of those factors and for estimating prognosis.

## **Breast diseases 2022 – Who is responsible medically and what should they do?**

*A/Prof John P. Collins AM*

This presentation by A/Prof John P. Collins AM, Specialist Breast Surgeon, focuses on who is medically responsible in the case of breast diseases including investigations that can be undertaken, breast pathology, pathology of cancers and their management. The presentation covers what can go wrong, and why these medico-legal claims are made.

## **Cauda equina syndrome, diagnosis, treatment and recovery**

*A/Prof Peter Teddy*

Professor Peter Teddy, Neurosurgeon, addresses the anatomy and physiology of the Cauda Equina, and the clinical features of Cauda Equina Syndrome (CES), including the common causes and red flags associated with CES. Prof. Teddy covers off the CES Subtypes, and the advice around timing of surgery, including outcomes and medium to long-term consequences.





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## Contact Us

 [www.altius-group.com.au](http://www.altius-group.com.au)

 **1800 258 487**