

THRIVING ON THE FRONTLINES: INTEGRATING PREVENTION, CULTURE, AND LEADERSHIP FOR LASTING WELLBEING



Monday 3 March – Tuesday 4 March 2025



RACV Royal Pines Resort, Gold Coast QLD

[ANZMH.ASN.AU/FMHC](https://anzmh.asn.au/fmhc)
#FMHC25

HOSTED BY



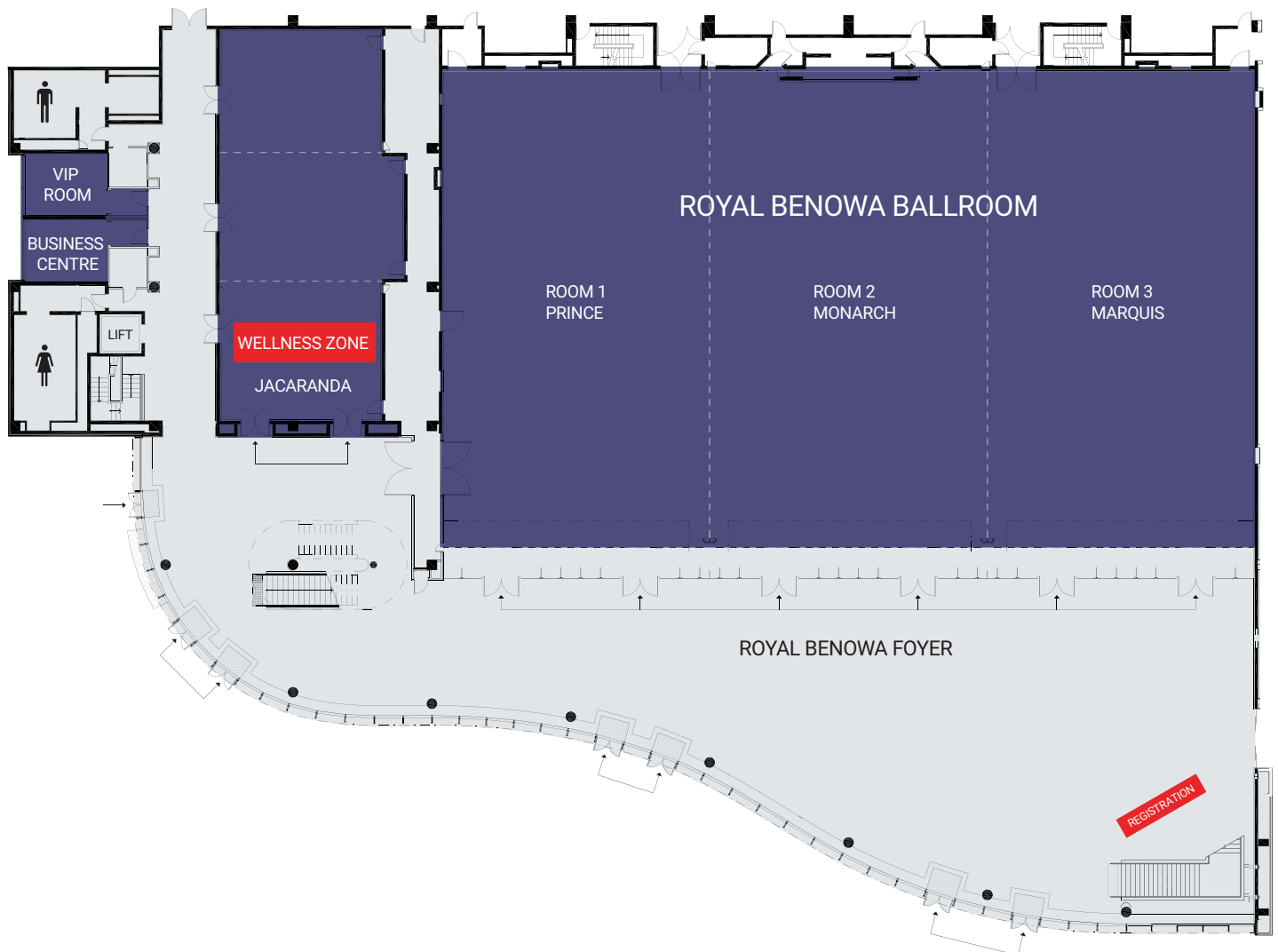
Australian & New Zealand
Mental Health Association

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Military and Emergency
Services Health Australia

CONFERENCE FLOOR PLAN



Plenary Sessions
Prince and Monarch Rooms

Concurrent Sessions
Room 1 – Prince Room
Room 2 – Monarch Room
Room 3 – Marquis Room

Catering: Royal Benowa Foyer
Exhibition: Royal Benowa Foyer
Poster Presentations: Royal Benowa Foyer
Speakers Prep: VIP Boardroom
Wellness Zone: Jacaranda Room
Counselling Room: Business Centre

WELCOME



Dr Tara J Lal AFSM
Conference Chair

We acknowledge and thank the Yugambeh people as the Traditional Owners of the land on which we hold this conference.

Welcome the 2025 Frontline Mental Health Conference!

It is my great pleasure to welcome you to the 2025 Frontline Mental Health Conference. Now in its sixth year, we welcome you both in person and online, to the wonderful Gold Coast.

This year we focus on the complex and multidimensional challenges we face in the frontline sector and how we can meet and overcome these challenges through collective courage, compassion, curiosity and collaboration.

I am so excited by the incredible richness of the 2025 program. Over the next two days we bring together frontline workers with lived, living and learned experience, policy makers, service providers, leaders, clinicians and researchers across the frontline sector to explore topics that include the crucial role of leadership and organisational culture in fostering wellbeing, new frontiers in the management and treatment of traumatic stress injuries, the impact of frontline work on family life and how we can prevent and address moral injury at individual and systemic levels.

I would like to extend a heartfelt thank you to the incredible program advisory committee for the wealth of experience, knowledge, and insight that they have brought to informing the development of the content for this conference, which I believe is the best yet - full of diversity, wisdom and capacity to drive meaningful change.

FMHC25 is a safe space for us all to be seen, valued, heard and supported. On behalf of the Australian and New Zealand Mental Health Association I wholeheartedly encourage you to connect, share and collaborate with each other and with the presenters, keynote speakers, and sponsors. It is through compassion and collaboration that we learn and grow as individuals and in service of our organisations and our people.

I look forward to seeing and connecting with as many of you as I can over the next two days. Please do come and introduce yourself.

ACKNOWLEDGEMENT

We would like to acknowledge the valuable contribution of all committee members and session chairs for their time and expertise with the conference program.

Program Advisory Committee



Dr Tara J Lal AFSM
Lived Experience Leader,
Former Firefighter, Specialist
Suicide & Post Traumatic
Growth, Qualitative & Applied
Researcher | Conference Chair



Bonita Lousich
Manager Peer Support
Program, Queensland Fire and
Emergency Services (QFES)



Senior Sergeant Todd Best
Senior Operational Support Officer,
Financial and Cyber Crime Group,
Queensland Police Service



James Maskey



Dr Henry Bowen
Senior Research Officer,
Military and Emergency
Services Health Australia



Tony O'Day AFSM
Assistant Chief Fire Officer,
Interoperability, Fire Rescue Victoria



Colonel Jacqueline Costello, CSC
Command Psychologist, Forces
Command, Australian Army



Meg Power
Client Services Manager,
Ambulance Tasmania and
Department of Police, Fire
and Emergency Management
(AT & DPFEM)



Matthew Hill
Lecturer - Paramedicine, University
of the Sunshine Coast



Dr Buck Reed
Lecturer in Paramedicine,
Charles Sturt University



Samantha Hodges
Military Psychologist,
Australian Army



Pip Weiland CSC
Executive Director Strategic
Advisory Group, Mental
Health and Wellbeing Branch,
Department of Defence



Dr Sadhbh Joyce
(MClinNeuroPsych, PhD, MAPS)
Senior Psychologist & Co-Founder,
Mindarma & External Fellow,
The Black Dog Institute/UNSW

Conference Host



Sam Stewart
CEO, Australian & New Zealand
Mental Health Association

GENERAL INFORMATION

The following information is provided to make your attendance at the 2025 Frontline Mental Health Conference as pleasant as possible. If you require assistance, please visit the conference team at the registration desk

Registration and Information Desk

The registration desk will be located in the Royal Benowa Foyer of RACV Royal Pines Resort. The hours of operation are as follows:

Monday 3 March 7:30am – 5:00pm

Tuesday 4 March 8:00am – 5:00pm

Name Badge

Please collect your name badge from the registration desk and wear it each day as it is your official pass to all sessions, exhibition, morning tea, lunch, afternoon tea and the Networking Event. The conference has a no name badge, no entry policy.

Wi-Fi

Complimentary Wi-Fi internet will be available throughout the conference.

Login: RACVCONFERENCE

Password: racvconference

Mobile Phones

Please ensure all mobile phones are switched to silent while in conference sessions.

Dress Code

The dress code is smart casual.

Conference Catering

All catering will be served in the Royal Benowa Foyer with the exhibitors and poster presentations.

Accommodation

Accommodation accounts must be settled with the hotel on checkout. The Committee and/or Conference Secretariat are not responsible in any way for outstanding accommodation accounts.

Resource Centre

As part of your conference registration, you will receive access to the 2025 Frontline Mental Health Conference presentation recordings. This online library includes presentation slides and video recordings that can be watched on demand for 30 days. Your login details will be sent to you via email approximately five business days after the conference.

On-Site Counsellor

During the conference, if you feel the need to speak to someone, please contact our on-site counsellors, **Mishayla Beringer on 0457 439 423** or **Elizabeth Perry on 0459 812 718**. We recommend contacting Mishayla or Elizabeth via text message to arrange to meet. We are here to support you.

Key Contacts



Conference Manager

Justine White | T: 0427 261 616 | E: fmhc@anzmh.asn.au

Program Coordinator

Lise Saunders | T: 0431 917 300 | E: program@anzmh.asn.au

Head of Partnerships

Talitha Natt | T: 0451 602 265 | E: partner@anzmh.asn.au



Military and Emergency
Services Health Australia



RESEARCH



WELLBEING
PROGRAMS



INDUSTRY
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a charity of
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   MESHealthAus

 Military & Emergency Services Health Australia

www.mesha.org.au

Want to Make the Most of Your Conference Experience?

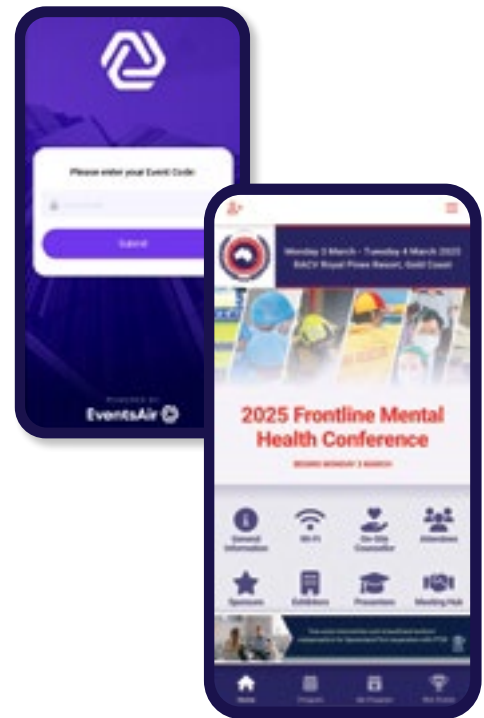
Download the conference app!

Simply follow these easy steps:

1. Visit the app store on your Apple or Android device
2. Search 'The Event App by EventsAir' and download



3. Open and enter event code **FMHC25**
4. Your name badge has your login and pin!



App Features

Stay up to date and connected during the 2025 Frontline Mental Health Conference.

PROGRAM Create your own personal schedule and view the latest program details.

PRESENTERS Read presenter biographies and presentation overviews.

NETWORK Connect with fellow delegates and network via in-app messaging.

CONNECT View who has joined us as an exhibitor and sponsor.

GAMIFICATION Compete for prizes – it's fun and easy.



We're giving away a number of exciting prizes at FMHC25.

Simply use the conference app to scan the QR codes located throughout the conference venue or participate in Q&A and live polls in the keynote sessions.

HOW TO WIN

Delegates will gain 1 ticket into the prize draw for every 1000 points earned.

Winners must be present to claim their prizes.

Here are some examples of how points can be earned:

- Conference Check-In
- Exhibitor Trivia
- Visit the Poster Presentations
- Join us at the Networking Event
- Mystery Points around the conference venue

Discover the proven mental health and wellbeing benefits of volunteering.



Disaster Relief
Australia

Learn more about
volunteering today.



disasterreliefaus.org



SOCIAL MEDIA

COMPETITION TIME

GET SOCIAL WITH US!

Use **#FMHC25** in your social media posts to showcase your favourite moments of the conference and you'll enter the draw to win one of two prizes:

1. In-person registration to FMHC26 or
2. In-person registration to any ANZMHA conference!

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KEYNOTE PRESENTERS



Dr Mark Armstrong, CSC

Chief Officer, Queensland State Emergency Service

Dr Mark Armstrong, CSC was appointed as the inaugural Chief Officer, Queensland State Emergency Service (SES) in February 2024. Previously, as senior Australian Army Reserve officer he commanded the Queensland component of the ADF support to the South-East Queensland floods in 2022 and Operation COVID-19 Assist. In his corporate career Dr Armstrong has worked in senior strategy, supply chain and HR roles in companies such as Coca-Cola Amatil and Symbion. Dr Armstrong holds Master's Degrees in Business Administration, HR Management, Arts and Security Studies. He has just completed his PhD examining the contribution and reform of a part-time workforce.

Keynote Panel: Leadership's Role in Mental Health: How Effective Leadership Can Positively Impact the Mental Health and Wellbeing of Frontline Workers
Tuesday 4 March | 8:45am – 10:15am



Janja Bojanic

Allied Health Manager/Psychologist
St John of God Health Care

Janja Bojanic is a psychologist and Allied Health Manager. Janja has had extensive experience working with diverse populations across her career, including working directly with the ADF and supporting rehabilitation and transition services for currently serving members, as well as extensive experience working with the military and first responder population in a clinical setting. Since 2018 she has participated and lead the trauma program developments for occupational injury at SJOG Richmond, working alongside Professor Zachary Steel in the development and enhanced models of care in treatment pathways for various complex clinical presentations.

Keynote Pan-Shop: Moving Forward with Moral Injury – How Can We Address It?
Monday 3 March | 9:00am – 10:30am



Senior Sergeant Todd Best

Senior Operational Support Officer, Financial and Cyber Crime Group, Queensland Police Service

Todd is a current police veteran with first responder experience spanning 25 years in the Queensland Police Service (QPS). From his role as a Senior Project Officer in the QPS Wellbeing Strategy Team to his secondment as the Training Coordinator for the Psychological and Support Services within the Queensland Fire and Emergency Services, Todd has been at the forefront of enhancing operational psychological first aid practices, suicide management and mental health awareness and cultural change across first responder agencies.

Committed to supporting his colleagues, Todd serves as a dedicated Peer Support Officer (PSO), offering a helping hand to those facing personal and work related challenges. With a personal journey marked by experiences with anxiety, depression, and suicide ideation and behaviour, Todd's passion for mental health shines through advocacy for the psychological wellbeing of first responders.

Keynote Panel: Leadership's Role in Mental Health: How Effective Leadership Can Positively Impact the Mental Health and Wellbeing of Frontline Workers
Tuesday 4 March | 8:45am – 10:15am



Dr Henry Bowen

Senior Research Officer, MESHA

Dr. Henry Bowen (they/them) is the Senior Research Officer at Military and Emergency Services Health Australia, a charity under the Hospital Research Foundation Group. Dr. Bowen focuses in the areas of social psychology and how military and first responder culture and identity impact the sustained wellbeing of Military and Emergency Services personnel and their families. This unpins their work in the areas of suicide impact on service communities, diversity in service (e.g. LGBTQIA+, culturally and linguistically diverse groups), and adjunct treatments for service communities which have translational outcomes such as creative arts interventions, assistance animals, and mixed reality technologies.

Beyond the Uniform: Navigating the Impact of Service Culture on Well-being
Tuesday 4 March | 3:15pm – 3:45pm

KEYNOTE PRESENTERS



Professor R. Nicholas Carleton, PhD

Professor, University of Regina, Canada

R. Nicholas Carleton is a Professor of Clinical Psychology. He focuses on the mental health of first responders and other public safety personnel. He has published 260+ peer-reviewed articles and book chapters, completed 500+ national and international conference presentations, and been awarded \$72M+ in competitive funding. He has received several prestigious recognitions, including induction to the Royal Society of Canada's College and as a Fellow of the Canadian Academy of Health Sciences. He is principal investigator for the RCMP Longitudinal PTSD Study (www.rcmpstudy.ca) and for other public safety personnel (www.saskptsistudy.ca), and co-investigator for a National Internet Cognitive Behavioral Therapy Program (www.PSPSNET.ca).

Keynote Pan-Shop: Moving Forward with Moral Injury – How Can We Address It?

Monday 3 March | 9:00am – 10:30am

Supporting Those Who Serve: Using Contemporary Research Results to Make Meaningful Gains

Tuesday 4 March | 3:50pm – 4:50pm



Dr Nikki Jamieson

Founder, Moral Injury Australia

Dr Nikki Jamieson is an Author, Suicidologist, Social Worker and Researcher & has undertaken pioneering research on moral injury in Australia following the suicide loss of her son in 2014. Published nationally and internationally on moral injury Nikki also delivers keynotes and workshops and written two books and micro-education app on moral injury for first responders and their families. Nikki has worked in several government departments in suicide prevention including Health and the Departments of Veterans' Affairs and Department of Defence.

Keynote Pan-Shop: Moving Forward with Moral Injury – How Can We Address It?

Monday 3 March | 9:00am – 10:30am



Josh Darby

Senior Firefighter/Project Lead, Fire and Emergency New Zealand

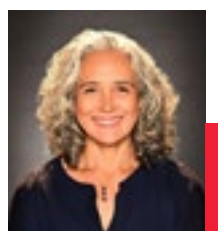
Josh Darby is a Senior Firefighter and Project Lead of the Whanaungatanga Programme. With over 20 years of frontline experience, he brings a unique blend of operational, research, and lived experience to his presentations. A peer supporter and health researcher, Josh received the 2017 Firefighters Scholarship for his research examining suicide and psychological injury in Fire and Emergency. In 2021, he secured Movember funding to develop and evaluate a mental ill-health and suicide prevention programme. His work on this programme earned him the Mental Health Champion of the Year award at the New Zealand Health and Safety Awards.

Keynote Pan-Shop: Moving Forward with Moral Injury – How Can We Address It?

Monday 3 March | 9:00am – 10:30am

The Whanaungatanga Programme: A New Approach to First Responder Mental Ill-Health Prevention

Monday 3 March | 3:10pm – 3:40pm



Dr Tara Lal AFSM

Lived Experience Leader | Former Firefighter
| Specialist Suicide & Post Traumatic Growth
| Qualitative & Applied Researcher

Tara is a qualitative researcher, keynote speaker, and internationally published author with nearly two decades of experience as an operational firefighter. She was awarded the Chancellor's Medal for her doctoral research on the impact of suicide on firefighters and is deeply passionate about transforming mental health approaches within the emergency services sector. Tara specializes in embedding the voice of lived experience into translational research to tackle the complex challenges of mental health, trauma, and suicide prevention. Her unique perspective as a frontline firefighter, who has journeyed through her own experiences of trauma, combined with a diverse academic and professional background, fuels her advocacy for meaningful change in the emergency services.

Keynote Pan-Shop: Moving Forward with Moral Injury – How Can We Address It?

Monday 3 March | 9:00am – 10:30am

Prioritising psychological health and safety in the workplace

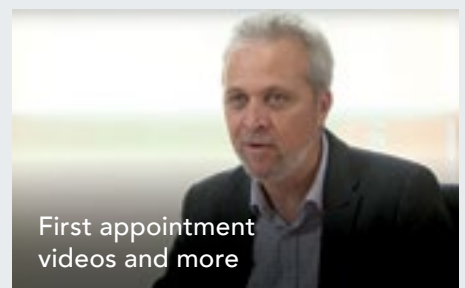
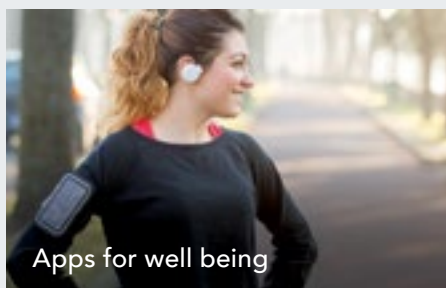
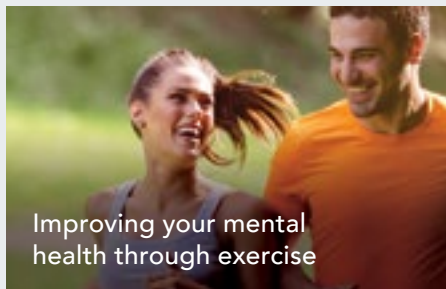


Resources for workers, their families and employers to assist with prevention and recovery from work-related psychological injury or mental illness.

Employees with work-related psychological injuries can benefit from easy to access information.

Read our articles and watch these videos for tips on protecting your mental health and supporting recovery.

EML's mental health resources:



PTSD Expert Guidelines for emergency service workers

In Australia, there are more than 300,000 full time and volunteer emergency workers. They perform a vital role in protecting citizens and providing assistance during emergencies. As a result of their duties, emergency workers are regularly exposed to potentially traumatic experiences. There is increasing awareness of, and concern regarding, the possible psychological consequences of trauma exposure amongst emergency workers.



Over recent years, a substantial body of evidence has revealed best practice approaches to treating PTSD. The guidelines presented in this report aim to utilise a combination of expert opinion and the best available research evidence to produce succinct, focused guidelines on the diagnosis and treatment of emergency workers with PTSD.

A panel of six of Australia's leading experts in PTSD with expertise in psychiatry, clinical psychology, general practice, epidemiology and occupational medicine was assembled to develop the guidelines summarised in this document.

Access our suite of resources here:



KEYNOTE PRESENTERS



James Maskey

James Maskey is a dedicated social change leader with deep expertise in policy, advocacy, and political engagement, committed to improving the mental health and wellbeing of first responders, their families, and the wider community.

As former Director of Policy and Advocacy at Fortem Australia, James led national initiatives to strengthen mental health and disaster resilience for first responder communities. He worked collaboratively with government to secure multimillion-dollar funding, build bipartisan support for reforms, and influence policy agendas that enhanced access to care and community services.

A retired Queensland Police Officer, James served in General Duties and the Child Protection & Investigation Unit before transitioning out of frontline service in 2015 due to his lived experience with PTSD. This personal journey fuels his unwavering commitment to driving cultural change, dismantling stigma, and advocating for equity and accessibility in mental health services.

Keynote Panel: Leadership's Role in Mental Health: How Effective Leadership Can Positively Impact the Mental Health and Wellbeing of Frontline Workers
Tuesday 4 March | 8:45am – 10:15am



Monica Schweickle

Clinical Psychologist, Australian National University (ANU) and The Peridot Clinic

Monica is a clinical psychologist with 20 years of experience in mental health care, currently specialising in the treatment of trauma and related mental health concerns. She is a board approved supervisor and psychedelic assisted therapist, with an interest in the emerging evidence based for MDMA and psilocybin assisted therapy in the treatment of PTSD and depression.

MDMA and Psilocybin Assisted Psychotherapy for Treatment of Trauma and Related Concerns Among Frontline Workers
Monday 3 March | 3:45pm – 4:15pm



Deputy Commissioner Operations Debbie Platz

Deputy Commissioner Operations,
NSW State Emergency Service

Debbie Platz APM is the Deputy Commissioner responsible for Operations in the New South Wales State Emergency Service (NSW SES) who ensures the communities of NSW are protected from flood, storm, and tsunami. NSW SES Operations also supports other emergency service agencies including NSW Police and NSW Rural Fire Service. Debbie joined the NSW SES in May 2023, and prior to that has held roles as Assistant Commissioner Security & Counter-Terrorism Command (SCTC), Queensland Police Service (QPS) and Assistant Commissioner Crime Operations, Australian Federal Police. Debbie was President of the Australasian Council of Women and Policing for over 8 years.

Keynote Panel: Leadership's Role in Mental Health: How Effective Leadership Can Positively Impact the Mental Health and Wellbeing of Frontline Workers
Tuesday 4 March | 8:45am – 10:15am



Dr Karen May

Program Director – Military, Emergency Services and Families Wellbeing Impact, MESHA

Dr Karen May has worked with diverse populations across her career, with the past 10 years focused on current and former veterans, emergency service personnel and their family members. Karen's background and experience includes social science, community development, public health, trauma psychotherapy, organisational and service delivery management, including lived experience framework development and clinical governance, advocacy for policy and practice models and research. Karen's PhD research area focused on examining the wellbeing of children of military and emergency first responder parents with PTSD, and developing a wellbeing program for children and parents. Karen also brings her lived experience, in advocating for and supporting service personnel and families.

Beyond the Uniform: Navigating the Impact of Service Culture on Well-being
Tuesday 4 March | 3:15pm – 3:45pm

KEYNOTE PRESENTERS



Professor Tony Walker

Professor of Paramedicine, Monash University

Professor Tony Walker ASM brings nearly four decades of experience in ambulance and emergency services, including as CEO of Ambulance Victoria, where he led significant transformation to improve workforce mental health and community response. A Registered Paramedic and Fellow of the Australasian College of Paramedicine, Tony holds adjunct professorships at Monash University and Victoria University. He is also a member of the AICD and non-executive director of several non-for-profit organisations. A 2019 finalist for the Australian Mental Health Prize, Tony continues his work as an academic, management consultant, and non-executive director, focusing on improving health and emergency medical services and first responder mental health.

Keynote Panel: Leadership's Role in Mental Health: How Effective Leadership Can Positively Impact the Mental Health and Wellbeing of Frontline Workers
Tuesday 4 March | 8:45am – 10:15am



Jesse Winter

Chaplain, Fire Rescue Victoria

Jesse Winter is an active emergency services chaplain with Fire Rescue Victoria and a provisional psychologist. As a recipient of the Emergency Services Foundation scholarship, he has researched the intersection of chaplaincy and psychology in supporting moral injury recovery within emergency services. His registration as a provisional psychologist and postgraduate qualifications in theology and psychology enable him to explore the psychological, spiritual, social, and moral dimensions of moral injury, providing a solid foundation for his research on interventions for emergency service personnel. Jesse integrates multidisciplinary approaches to understanding and mitigating moral injury.

Keynote Pan-Shop: Moving Forward with Moral Injury – How Can We Address It?
Monday 3 March | 9:00am – 10:30am



Detective Senior Sergeant Stewart Williams

Sex Crimes Investigation, Tasmania Police

Originally from Sydney, residing in South Australia for 25 years, over 9 years living and working in regional and remote SA. Worked for Country Health SALHN Mental Health Services for 6½ years in a lived experience role. Co-Chair, SA OCP Lived Experience Advisory Group; MH Coalition SA Board Member: Co-Chair Governance Committee, Urgent Mental Health Care Centre: National Mental Health Consumer & Carer Forum consumer representative: Equally Well Alliance lived experience member: RANZCP Community Collaboration Committee Community Member (Lived Experience)

Equity and access to mental health care in rural and remote Australia and embedding and growing the lived experience (peer) workforce are issues I continue to advocate for. Partnering with people with lived experience is essential to the implementation of a human rights-based approach to the planning, design, implementation and monitoring and evaluation of mental health services. People with lived experience, their carers/family members have a unique and significant insight which continues to be undervalued.

'It's Just Work Stuff' a Book for Children of Frontline Parents Suffering from PTSD
Monday 3 March | 4:20pm – 4:50pm

DV-alert

Domestic and Family Violence Response Training

Training delivered by

Lifeline

Empower Yourself to Better Support Clients Facing Domestic and Family Violence

As someone on the frontline of mental health, you have the power to make a difference in the lives of those who experienced, or at risk of, domestic and family violence.

Join the DV-alert workshops **at no cost** and gain the knowledge and tools to:

- **Recognise** the signs of domestic violence
- **Respond** confidently with appropriate care
- **Refer** clients to appropriate support services

[Apply for workshop >](#)



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Go to www.dss.gov.au for more information.



FRONTLINE
MENTAL HEALTH



Building connected and productive teams by providing customised, authentic training solutions.

Frontline Mental Health is dedicated to supporting your staff to stay mentally resilient and perform at their best. Our customised training solutions will ensure your organisation complies with current regulatory requirements. Our experienced facilitators come from service backgrounds and can arm your workforce with the tools they need to thrive on your frontline.

Building Resilient People

Contact us to learn how we can partner with your organisation and keep your teams performing at their best.

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EMERGE & SEE®

SUPPORT · CONNECT · EDUCATE · EMPOWER

FIT FOR DUTY
FIT FOR FAMILY
FIT FOR SELF
FIT FOR LIFE

Emerge & See is an Australian registered not-for-profit peer led charity that supports, connects, educates and empowers, past and present NSW & ACT Emergency Service workers and volunteers with PTSD and other service-related mental health complexities. Our services are free, confidential and independent and focus on 4 key areas assistance

MEDICAL
LEGAL
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FINANCIAL

'Helping Emergency Service workers emerge & see a better future'

www.emergeandsee.org.au | info@emergeandsee.org.au | [@emergeandseensw](https://www.instagram.com/emergeandseensw)

Expertise in treatment of post-traumatic stress injuries

St John of God Health Care have been providing specialised programs for people recovering from exposure to traumatic events for more than 30 years.

Our team of caring professionals are experienced in working with the specific needs and concerns of people who have been injured in the line of duty.

We have recently embarked upon a national vision to provide new models of care and clinical treatment pathways for veterans and first responders experiencing PTSD or complex trauma with the opening of the first Trauma Recovery Centre in Wagga Wagga NSW in early 2025.



*PTSD is an operational injury
like any other injury
- it doesn't have to be
a life sentence.*

Find out more: mentalhealth.sjog.org.au



Support After Suicide for First Responders

StandBy provides free, private and confidential support to First Responders bereaved or impacted by suicide - this includes Police, Ambulance, Fire, SES, Correctional Staff or for anyone who is exposed to suicide as part of their professional duties.

StandBy is Australia's leading program dedicated to assisting people and communities bereaved or impacted by suicide.

We are here for
First Responders
impacted by
suicide loss.



1300 727 247

For free support resources and more information scan the QR code or visit:

standbysupport.com.au



StandBy - An initiative of Youturn jointly funded by the Australian, New South Wales, Victorian, Queensland and Northern Territory Governments.



Supporting the mental health of first responders and their families

- Wellbeing activities
- Psychological support
- Career management
- Wellbeing resources



fortemaustralia.org.au

Program | Day 1: Monday March 3 2025

6:30 AM - 7:15 AM	Trauma-Informed Yoga Class, hosted by Mollie Cox, Jala Yoga - Monday Session		
7:30 AM - 8:30 AM	Registration and Exhibition Open Welcome! Come and say hello to the Conference Team and collect your Name Badge!		
	PRINCE & MONARCH ROOMS In-Person and Virtual via Conference App and OnAir Portal		
8:30 AM - 8:40 AM	Conference Opening including Welcome to Country		
8:40 AM - 9:00 AM	Official Welcome, Housekeeping and Lived Experience Acknowledgement <i>Dr Tara J Lal AFSM</i> , Conference Chair		
9:00 AM - 10:30 AM	Keynote Pan-Shop: Moving Forward with Moral Injury – How Can We Address It? This panel discussion will bring together leading experts in their fields to discuss the complex challenge of moral injury. We will consider the relationship between psychosocial hazards and moral injury and different ways to address the emotional, intrapersonal, interpersonal and spiritual outcomes associated with it. In an engaging 90-minute ‘pan-shop’ (a panel-workshop) we will explore current and evolving approaches to prevention, early intervention, support and treatment of moral injury. Delegates will be invited to workshop a particular challenge related to moral injury and feed back to the panel for discussion. It promises to be an enlightening and invaluable session to set the tone for the conference. Moderator: <i>Dr Tara J Lal AFSM</i> , Lived Experience Leader Former Firefighter Specialist Suicide & Post Traumatic Growth Qualitative & Applied Researcher Panelist: <i>Janja Bojanic</i> , Allied Health Manager/Psychologist, St John of God Health Care Panelist: <i>Professor R. Nicholas Carleton, Ph.D</i> , Department of Psychology, University of Regina, Canada Panelist: <i>Josh Darby</i> , Senior Firefighter/Project Lead, Fire and Emergency New Zealand Panelist: <i>Jesse Winter</i> , Chaplain, Fire Rescue Victoria Panelist: <i>Dr Nikki Jamieson</i> , Founder, Moral Injury Australia		
10:30 AM - 11:00 AM	Morning Tea With Exhibitors		
	PRINCE ROOM IN-PERSON & VIRTUAL	MONARCH ROOM IN-PERSON ONLY	MARQUIS ROOM IN-PERSON ONLY
	Open Topic 1 Chair: Matthew Hill	Workshop One	Workshop Two
11:00 AM - 11:30 AM	Wellbeing Among Partners of Australian Defence Force Personnel: Key Factors and Implications Dr Amy Johnson, CQ University	The Affect Indicates the Injury: An Integrative Approach to Healing Trauma, Moral Injury and Loss Dominic Hilbrink, St John of God Health Care	Proactive Mental Health Care: Crafting a Self-Care Plan for Ongoing Wellbeing of Frontline Workers Mable Munyimani, MM Complete Wellbeing Global
11:35 AM - 12:05 PM	Hugs@Home- A Psychological First Aid Programme for Families and Friends of First Responders Michelle O’Toole, RCSI University of Medicine and Health Sciences (Ireland)	Workshop One Continued	Workshop Two Continued



Available in person and online via OnAIR and Conference App



Available in person only

Program | Day 1: Monday March 3 2025

12:05 PM - 1:05 PM		Lunch with Exhibitors		
	PRINCE ROOM IN-PERSON & VIRTUAL	MONARCH ROOM IN-PERSON ONLY	MARQUIS ROOM IN-PERSON ONLY	
	Beyond the Individual – The Role of Organisational Culture and Stressors Chair: Pip Weiland	Navigating the Lifecycle of First Responders: From Entry to Retirement and Beyond Chair: Dr Sadhbh Joyce	Open Topic 2 Chair: Jacquie Costello	
1:05 PM - 1:25 PM	Victim-Survivor-Centric, Trauma-Informed (VCTI) Responses to Negative Workplace Behaviours and Psychosocial Hazard Victimization; a QPS Perspective Jill Clarke, Queensland Police Service (QPS)	From Waves to Well-Being a Lifesaver's Journey to National Mental Health Advisor: The Lived Experience Dr Samantha Fien, CQUniversity	Transforming Struggle into Strength: A Peer Led Model for Post Traumatic Growth Dr Tara J Lal AFSM, Lived Experience Leader, Former Firefighter, Specialist Suicide & Post Traumatic Growth, Qualitative & Applied Researcher	
1:30 PM - 1:50 PM	Behind the Front Lines: Strategies to Support the Mental Well-being of Suicide Postvention Coordinators Dr Annette Beautrais, Suicide Prevention, Health, New Zealand	Outdoor Adventure Therapy Practices Supporting Emergency Frontline Workers and Veterans James Kolozsi, ADF Veteran and Ben Knowles, Adventure Works Australia	Evidence-based Training to Upskill Leaders in Initiating Meaningful Conversations That Foster Staff Wellbeing Dr Aimee Gayed, Black Dog Institute	
1:55 PM - 2:15 PM	Where to Next for First Responder Mental Health? Charting the Future of Disaster Resilience James Maskey	Teaching the Future: Experiences of Student Nurses on a Therapeutic Recreation Mental Health Clinical Placement Abigail Leplaw, University of Wollongong	Improving the Mental Wellbeing of Regional Frontline Workers. The Case for Collaboration and Interagency Partnerships Paul McFarlane, Converge	
2:20 PM - 2:40 PM	Our Journey to Keep Peer Support Relevant in the Ever- Changing SLSQ Environment John Palmer, Surf Life Saving Queensland	Mental Health of Australian and New Zealand Paramedicine Students: An Unexplored Phenomenon Dr Buck Reed, Charles Sturt University	Leaders' Mental Health and Wellbeing: Early insights from DRA's Complete State Model Exploration Freya Makinson and Michelle Morrison, Disaster Relief Australia	
2:40 PM - 3:10 PM		Afternoon Tea with Exhibitors		
	PRINCE & MONARCH ROOMS In-Person and Virtual via Conference App and OnAir Portal			
	Join us for these inspiring Keynote Presentations Chair: Dr Tara J Lal AFSM			
3:10 PM - 3:40 PM	The Whanaungatanga Programme: A New Approach to First Responder Mental Ill-Health Prevention Josh Darby, Senior Firefighter/Project Lead, Fire and Emergency New Zealand			
3:45 PM - 4:15 PM	MDMA and Psilocybin Assisted Psychotherapy for Treatment of Trauma and Related Concerns Among Frontline Workers Monica Schweickle, Clinical Psychologist, Australian National University (ANU) and The Peridot Clinic			

Program | Day 1: Monday March 3 2025

4:20 PM - 4:50 PM	'It's Just Work Stuff' a Book for Children of Frontline Parents Suffering from PTSD Detective Senior Sergeant Stewart Williams, Sex Crimes Investigation, Tasmania Police
4:50 PM - 5:00 PM	Day One Reflection
5:00 PM - 6:00 PM	Networking Event You're invited to join us at our conference networking event, amongst the exhibitors at the conference venue. Join us for an evening of great conversations, live music, local cuisine, drinks, and entertainment. This is the perfect opportunity to catch up with friends, industry peers, sponsors, and exhibitors.

Program | Day 2: Tuesday March 4, 2025

6:30 AM - 7:15 AM	Trauma-Informed Yoga Class, hosted by Mollie Cox, Jala Yoga - Tuesday Session		
8:00 AM - 8:30 AM	Registration Desk Open		
	PRINCE ROOM IN-PERSON & VIRTUAL	MONARCH ROOM IN-PERSON ONLY	MARQUIS ROOM IN-PERSON ONLY
8:30 AM - 8:40 AM	Welcome & Housekeeping <i>Dr Tara J Lal AFSM, Conference Chair</i>		
8:40 AM - 8:45 AM	A Mindful Pause <i>Dr Sadhbh Joyce, Mindarma and The Black Dog Institute/UNSW</i>		
8:45 AM - 10:15 AM	<p>Keynote Panel: Leadership's Role in Mental Health: How Effective Leadership Can Positively Impact the Mental Health and Wellbeing of Frontline Workers</p> <p>Join this dynamic panel discussion, featuring executive and operational leaders and mental health experts, as we explore how effective leadership can significantly enhance the mental health and wellbeing of frontline workers. Frontline roles are often accompanied by high levels of stress and psychological risk, and leaders within these frontline organisations are critical to creating supportive, resilient work environments. Our distinguished panellists will discuss the role of leaders in fostering psychological safety, mitigating stigma, and supporting long-term resilience. Drawing from their experiences in emergency services, healthcare, and mental health research, the panel will examine key strategies such as creating comprehensive mental health strategies, reducing stigma, and integrating wellbeing into everyday practice. The conversation will highlight how leadership at all levels can promote mental wellbeing, enhance organisational resilience, and empower workers to seek support. This panel offers actionable insights for both senior leaders and frontline managers who are committed to prioritising mental health in their workplaces.</p> <p>Moderator: James Maskey</p> <p>Panelist: Dr Mark Armstrong, CSC, Chief Officer, Queensland State Emergency Service</p> <p>Panelist: Senior Sergeant Todd Best, Senior Operational Support Officer, Financial and Cyber Crime Group, Queensland Police Service</p> <p>Panelist: Deputy Commissioner Operations Debbie Platz, NSW State Emergency Service</p> <p>Panelist: Professor Tony Walker, Professor of Paramedicine, Monash University</p>		
10:25 AM - 10:55 AM	Morning Tea With Exhibitors		

Program | Day 2: Tuesday March 4 2025

10:15 AM - 10:25 AM POSTER PRESENTATIONS

Global Trends in PTSD Prevalence Among Active Emergency Service Workers in Recent Years: A Meta-Analysis
Dr Andrew Arena, Black Dog Institute

On Being Worthy - The Importance of Community, Purpose and Strength in Healing Trauma
Danielle Baldock, Soldiers & Sirens

Security in Food and Families: Veterans and Families of Veterans Views for Mental Well-being
Professor Talitha Best, Central Queensland University

Protective Influences and Mediating Factors on the Health and Well-being of Australian Surf Life Savers
Professor Talitha Best, Central Queensland University

The Healing Self: Humanising Resilience on The Frontline
Rebecca Cort, The Arches Foundation

Applying Neurobiology to Frontline Workers
Lisa Donelan, Southwest Trauma Training, USA

Fostering Mental Health Resources into Surf Life Saving: Integrating Best Practice into an Operations-based Organisation
Dr Samantha Fien, CQ University

Hospital Hazards: How Seasonal Changes Affect Psychological Outcomes in Public and Private Sectors
Dr Natalie Flatt, SuperFriend

Let's Talk Tactics
Malinda Guest, Boundless Psychology

From Policy to Practice: Implementing a System-wide Approach to Suicide Prevention Within Defence
Jennifer Harvey, Department of Defence and Dan Mobbs, Safeside Prevention

Resilience in Action: Understanding the Mental Health of Frontline Lifesavers in Queensland
Elissa Hooper, Surf Life Saving Queensland and Central Queensland University

Peer Support Work in an ED Clinical Setting - SESLHD NSW Health Initiatives
Danny Jeffery, Emergency Department, Prince of Wales Hospital, NSW Health

Empowered Prevention: How Self-compassion and Proactive Self-care Protect Frontline Workers
Dr Sadhbh Joyce, Mindarma and The Black Dog Institute/UNSW

Mental Health Therapeutic Recreation Clinical Placements and Student Nursing Education: a Vital Conversation
Abigail Leplaw, University of Wollongong

Wholebeing Health Project - Breaking Barriers to Nutrition and Exercise Support for Emergency Services Personnel
Chloe McLeod, Verde Nutrition Co

An Exploration of the Application of Human Performance Optimisation in Paramedicine
Dr Buck Reed, Charles Sturt University

Caring for People Living with Dementia in Saudi: The Perspective of Nurses as Primary Caregivers
Loujain Sharif, King Abdulaziz University, Jeddah, Saudi Arabia

Virtual Reality in Art Therapy for Veterans and Emergency Services Personnel
Amy Sinning, Flinders University

Triumph Beyond Trauma: Tactical Yoga and Peer Support Strategies for Frontline Mental Wellbeing
Rosie Skene, Tactical Yoga Australia

BeWell: an Evidenced Based Approach to Support the Wellbeing of Healthcare Workers
Lauren Stapleton and Christine Miller, Monash Health

Change and Adaptation: Reflecting on 30 Years of Psychology Practice Within a Peer-led CISM Team
Ann Stark, DPFEM Tasmania CISM Team

VIRTUAL POSTER PRESENTATIONS

Beyond Silence: Evaluating App-based Support for Frontline Healthcare Workers
Dr Sandra Moll, McMaster University, Canada

Mobile Health Technology as a Tool for First Responder Mental Health: Insights from Implementation Science
Dr Sandra Moll, McMaster University, Canada

Program | Day 2: Tuesday March 4 2025

	PRINCE ROOM IN-PERSON & VIRTUAL	MONARCH ROOM IN-PERSON ONLY	MARQUIS ROOM IN-PERSON ONLY
	Beyond the Individual – The Role of Organisational Culture and Stressors #2 Chair: Pip Weiland	Workshop Three	Workshop Four
10:55 AM - 11:25 AM	Enhancing Psychosocial Safety in the Workplace Cameron Burgess, MacKillop Family Services	Practical Self-Compassion for Frontline Workers Dr Sadhbh Joyce, Mindarma and The Black Dog Institute/UNSW	Preparing Frontline Workers for Their Role in Postvention Tim De Goey, StandBy Support After Suicide
11:30 AM - 12:00 PM	Beyond the Warrior Mentality: Fostering a Guardian Mindset Through Cultural Humility Melinda McDonald and Alexandra Bryant, Fire and Rescue NSW	Workshop Three Continued	Workshop Four Continued
12:00 PM - 1:00 PM	Lunch with Exhibitors		
	PRINCE ROOM IN-PERSON & VIRTUAL	MONARCH ROOM IN-PERSON ONLY	MARQUIS ROOM IN-PERSON ONLY
	Protective Influences and Mediating Factors on the Health and Wellbeing of Frontline Workers (aka Prevention) Chair: Tony O'Day	Treating Trauma: Latest Thinking in Therapeutic Approaches and Treatments Chair: Dr Sadhbh Joyce	Open Topic #3 Chair: Matthew Hill
1:00 PM - 1:20 PM	Pastoral Care/Chaplaincy in Australian Ambulance: Can It Make a Difference? Dr Katie Tunks Leach, University of Technology Sydney	Three Years of Tiered Mental Health Support Through the National Emergency Worker Support Service Dr Andrew Arena, Black Dog Institute	Moral Injury & Trauma Support Within Fire Rescue Victoria: Integrating Chaplaincy and Psychological Approaches Jesse Winter and Nicholas Lay, Fire Rescue Victoria
1:25 PM - 1:45 PM	Organisational Support and Mental Health in Fire and Emergency Services: Insights from the Whanaungatanga Programme Professor Grant Schofield Auckland University of Technology	Treating Frontline Workers With PTSD: an Update on What Works and What the Future Holds Professor Samuel Harvey, Black Dog Institute	Coping in Mental Health Providers Deployed Following Natural Disasters Julia Evecek, University of New England

Program | Day 2: Tuesday March 4 2025

	PRINCE ROOM IN-PERSON & VIRTUAL	MONARCH ROOM IN-PERSON ONLY	MARQUIS ROOM IN-PERSON ONLY
	Protective Influences and Mediating Factors on the Health and Wellbeing of Frontline Workers (aka Prevention) Chair: Tony O'Day	Treating Trauma: Latest Thinking in Therapeutic Approaches and Treatments Chair: Dr Sadhbh Joyce	Open Topic #3 Chair: Matthew Hill
1:50 PM - 2:10 PM	Leading for Better Mental Health Siusan Mackenzie, Emergency Services Foundation	A PTSD Group Program for First Responders and Correctional Officers: Discussing the Benefits Julie Huntington, Pine Rivers Private Hospital	Stress, Resilience & Functioning - 8 Week Peer-Led Program (Building Emotional Resilience) Matt Newlands, Frontline Mental Health
2:15 PM - 2:35 PM	Development, Evaluation and Application of the Mental Readiness for Military Transition Scale Dr Madeline Romaniuk, University of Queensland	MDMA-Assisted Therapy for PTSD: Real-World Insights for Clinicians of First Responders Dr Michael Winlo, Empax Centre	Moral Injury on the Frontline - A New Dimension to Trauma Dr Nikki Jamieson, Moral Injury Australia
2:35 PM - 3:05 PM	Afternoon Tea with Exhibitors		
	PRINCE & MONARCH ROOMS In-Person and Virtual via Conference App and OnAir Portal		
	Join us for our final Keynote Session Chair: Dr Tara J Lal AFSM		
3:05 PM - 3:15 PM	Delegate Activity		
3:15 PM - 3:45 PM	Beyond the Uniform: Navigating the Impact of Service Culture on Well-being Dr Henry Bowen, Senior Research Officer and Dr Karen May, Program Director, Military and Emergency Services Health Australia		
3:50 PM - 4:50 PM	Supporting Those Who Serve: Using Contemporary Research Results to Make Meaningful Gains Professor. R. Nicholas Carleton, Ph.D, Department of Psychology, University of Regina Canada		
4:50 PM - 5:00 PM	Conference Closing & Prize Draw		



FMHC25 Program Updates

Please refer to the website and mobile app for the most up to date version of the program and to read overviews of each session.

WE'D LOVE YOUR FEEDBACK

We'd love your feedback
about the conference.

Please scan the QR code at
the conference to complete
our short conference survey.



As a THANK YOU
for completing
this survey by
Friday 7 March 2025,
you'll go into the draw to
WIN
one of three \$100
Woolworths Gift Cards!





Supporting frontline workers across Australia, Anytime, Anywhere.

For over 60 years, we've acted as the most trusted and accessible EAP provider to more than 2.6 million employees and their families. Through virtual, chat, and face-to-face support and our industry-leading app, our team of over 1,600 clinicians deliver prompt and barrierless services, including:

- Employee Mental Health & Wellbeing Support
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EXHIBITION HALL MAP

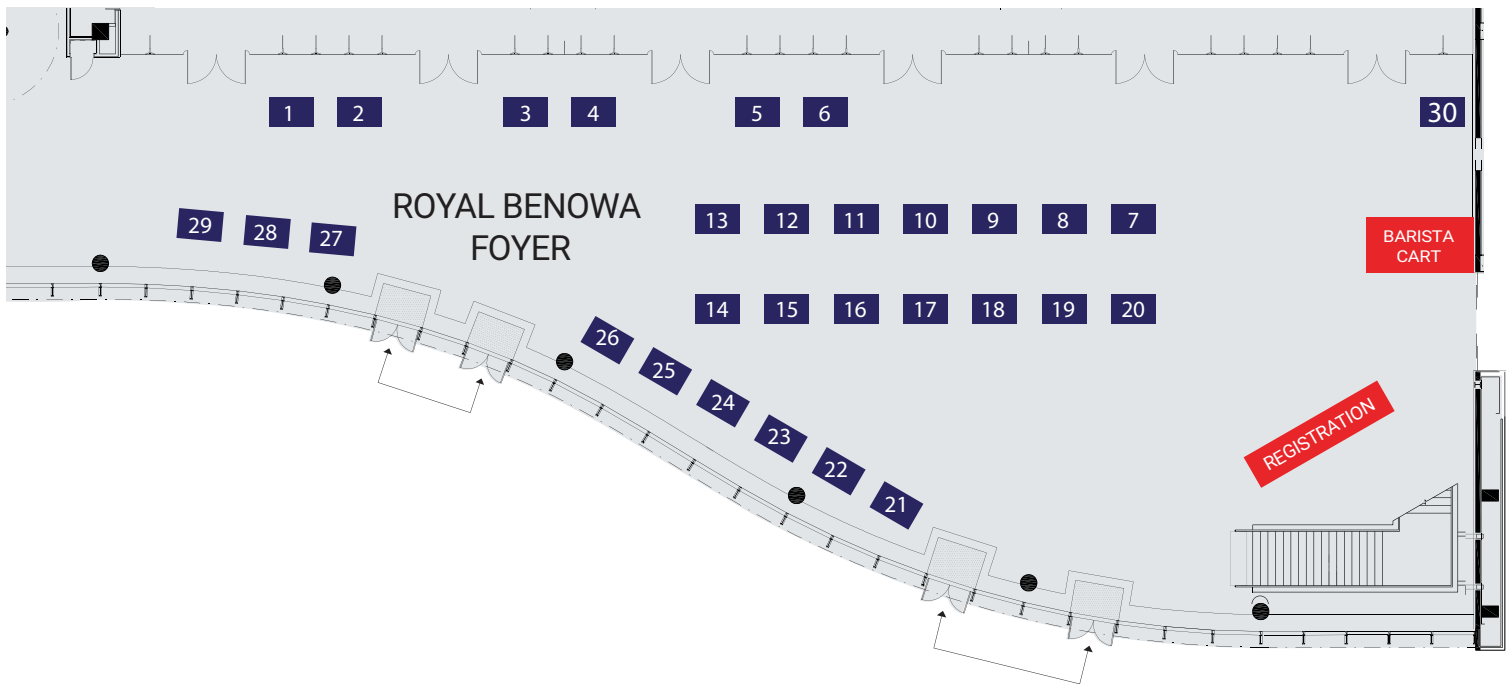
Exhibition Hours

Monday 3 March

7:30am – 6:00pm

Tuesday 4 March

8:00am – 3:00pm



Exhibitor Listing

1. StandBy Support After Suicide
2. Disaster Relief Australia
3. Converge International
4. St John of God Health Care
5. Emerge & See
6. Fortem Australia
7. Frontline Mental Health
8. Guardian Exercise Rehabilitation/Verde Nutrition
9. Pine Rivers Private Hospital
10. Response Mental Health and Wellbeing
11. Signal 2 Support
12. The Psych Collective
13. Gallagher Bassett
14. MediRecords
15. Queensland Correctional Service
16. Integrated Mental Health (iMH)
17. EASEC
18. COMPAS
19. DV-alert, Lifeline Australia
20. SafeSide Prevention Australia
21. Australian & New Zealand Mental Health Association
22. Disaster & Emergency Management Conference
23. Mental Health Carers Australia
24. Avive Health
25. EML
26. University of the Sunshine Coast - Thompson Institute & National PTSD Research Centre
27. Mental Health First Aid Australia
28. Military and Emergency Services Health Australia
29. Military and Emergency Services Health Australia
30. Headspace

SPONSORS

Conference Host



The Australian & New Zealand Mental Health Association is a non-government, non-for-profit association for all mental health professionals, workers, volunteers, carers and advocates.

Through a selection of educational materials, annual events and continued development opportunities, we aim to support the personal and professional wellbeing of every individual active in mental health and wellbeing.

✉ membership@anzmh.asn.au

🌐 anzmh.asn.au

Platinum



Military and Emergency Services Health Australia (MESA) is a not-for-profit collaborative research, programs and industry training centre dedicated to optimise and sustain the mental health and wellbeing of our current and former serving military and emergency services personnel and their families. MESA works with military and emergency service communities to understand unmet needs, develop, and deliver programs to support their wellbeing. We engage industry leaders both locally and nationally in partnership to inform policy and advance the health and wellbeing of our nation's military members, emergency service personnel and their families.

☎ [08 7002 0880](tel:0870020880)

✉ contactus@mesha.org.au

🌐 mesha.org.au

Gold



Converge International is a wholly Australian-owned company and the first provider in Australia to deliver EAP services in 1960. This unmatched experience provides significant breadth and depth to our service offering and includes Critical Incident Debriefing, Organisational Development Consultancy, OHS Psychological Risk and Team Assessments, Career Transition and Outplacement Support, Conflict Resolution and Mediation along with a broad platform of leading-edge training services. Our experience and capability allow us to understand and respond to the differing and often sensitive needs of complex organisations and employee groups to maximise psychological health and embed positive workplace behavioural change.

At Converge International, we believe in the potential of organisations and are committed to helping make them great places to work – the sort of workplaces that enhance people's mental health, psychological capacity and wellbeing. We are passionate about creating positive workplaces characterised by optimal organisational health, wellbeing and employee productivity.

☎ [1300 687 327](tel:1300687327)

✉ safeselect@convergeintl.com.au

🌐 convergeinternational.com.au

SPONSORS

Gold



**DISASTER
RELIEF
AUSTRALIA**

Disaster Relief Australia (DRA) is a veteran-led not-for-profit organisation. We unite the skills and experience of Australian Defence Force veterans with emergency service responders and motivated civilians to rapidly deploy disaster relief teams in Australia and around the world in the wake of disasters. DRA also provides veterans with a continued purpose after service.

 **1300 372 287**

 **disasterreliefaus.org**

Silver



ST JOHN OF GOD
Health Care

St John of God Hospitals in Richmond & Burwood are private mental health hospitals providing comprehensive and holistic mental health care services.

We recognise each person is an individual and offer a unique opportunity for recovery in a supportive and caring environment. Our experienced team provide the best care to clients and their families both in hospital or while receiving outpatient therapy.

Richmond's tranquil location on the outskirts of Sydney specialises in post-traumatic stress disorder (PTSD), anxiety and depression, drug and alcohol addictions and older adult mental health through personalised programs to help clients live a happy, healthy and fulfilled life.

Inner Western Sydney's Burwood location offers a range of treatments for conditions including depression, mood disorders, anxiety, psychosis, perinatal mental health issues and general psychiatry services including ECT and TMS.

 **02 4570 6202**

 **info.richmond@sjog.org.au**

 **sjog.org.au/richmond**

Bronze



FIT FOR SERVICE

FIT FOR FAMILY

FIT FOR SELF

FIT FOR LIFE

Emerge & See is a not-for-profit charity that supports, connects, educates and empowers past and present NSW & ACT Emergency Service Workers and their families with service-related mental health complexities.

- Free - Independent - Confidential
- Run by medically retired Emergency Service workers
- Online and face to face education and empowerment sessions
- Online and face to face wellness and connection activities
- Individual and group guidance, support & resources specifically in the areas of

LEGAL

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- Prioritising services in regional areas
- Advocacy to promote and affect change, underpinned by the voice of living experience

 **0491 020 061 and 0493 726 507**

 **info@emergeandsee.org.au**

 **emergeandsee.org.au**

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Bronze



Frontline Mental Health Pty Ltd is an organisation owned and operated by current and former serving Military and Police, passionate about facilitating mental health education to organisations operating in fast paced, high stress environments.

Frontline Mental Health provides a customised approach to mental health education, tailoring workshops to the needs of the organisation, department or team. Frontline Mental Health prides themselves on bringing personal lived experience of service and mental health challenges, coupled with qualifications, to ensure engaging workshops for all demographics and industries.

☎ 0407 834 504

✉ info@frontlinemh.com.au

🌐 frontlinemh.com.au

Bronze



StandBy is Australia's leading program dedicated to assisting people and communities bereaved or impacted by suicide. This free service can help First Responders to refer and connect those bereaved or impacted by suicide to support services. If you or your colleagues need support, we also work with First Responders.

StandBy an initiative of Youturn jointly funded by the Australian, New South Wales, Victorian, Queensland and Northern Territory Governments.

☎ 1300 727 247

✉ national@standbysupport.com.au

🌐 standbysupport.com.au

Bronze



Fortem is a not-for-profit organisation that leads the mental health and wellbeing of first responders and their families across Australia.

Our rich ecosystem of services is tailored to each individual. Through social connections and wellbeing activities, evidence-based psychology and online resources, and strategic career management, we help first responders remain bendable, not breakable.

And we remain independent, even while collaborating with first responder agencies and other valued partners to drive improvement across the sector.

Because, when we support the people who keep our communities safer, we support every Australian.

☎ 1300 339 594

✉ info@fortemaustralia.org.au

🌐 fortemaustralia.org.au

Barista Cart



headspace is Australia's National Youth Mental Health Foundation, providing mental health services to 12-25 year olds. With a vision to see all young people supported to be mentally healthy and engaged in their communities, headspace's all-ages Response and Recovery program supports key stakeholders to guide recovery initiatives and practices in the aftermath of natural disasters and critical incidents. This includes implementing Group Reflective Practice in disaster impacted workforces and delivering recovery strategies in schools.

✉ nswresponseandrecovery@headspace.org.au

🌐 headspace.org.au




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Welcome Event



For over 110 years **EML Group** has been a leader in personal injury claims management. Australian owned and managed, our team of over 3,500 professionals is committed to helping people get their lives back. To date we have helped over 1.4 million injured workers get back to work.

Through the Mutual Benefits Program, we have invested over \$142 million into products, research and services designed to help employers address WHS and injury management challenges. EML Group customers benefit from this investment by gaining access to a comprehensive education and training program, safety management tools and resources, and exclusive offers and discounts.

-  **1800 469 931**
-  **f.hearne@eml.com.au**
-  **eml.com.au**

Pre-Conference Workshop






**MENTAL HEALTH
FIRST AID**

For Anyone. For Everyone.

Mental Health First Aid International is a global health promotion charity dedicated to providing evidence-based and evidence-informed education programs.

Its mission is to increase mental health literacy, reduce stigma, and help individuals develop the skills needed to encourage people to seek professional help. Through this, the organisation aims to create circles of safety and support around those experiencing mental health problems.

Leading a global movement focused on prevention and early intervention, Mental Health First Aid International strives to reduce the impact of psychological distress and mental health problems in individuals, families, communities, educational settings and workplaces worldwide.

-  **03 9079 0200**
-  **mhfa@mhfa.com.au**
-  **mhfa.com.au**

Conference App






**Queensland
Government**

Workers' Compensation Regulatory Services regulates the Queensland's workers' compensation scheme and we're part of the Office of Industrial Relations.

Our purpose is to maintain a fair and efficient workers' compensation scheme that balances the needs of injured workers and employers.

We work with insurers, employers, workers and health professionals to ensure workers who experience a work-related injury are supported and can safely return to work.

-  **1300 362 128**
-  **Safe@oir.qld.gov.au**
-  **worksafe.qld.gov.au**

CONFERENCE EXHIBITORS



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 avivehealth.com.au



COMPAS (Checking on Mental Health Providing Alternatives to Suicide) is a preventative screening program designed to identify, and proactively reach out to, individuals at risk of suicide. COMPAS clinicians use telehealth to conduct safety planning, offer support, and link people in with supports and mental health resources. It also offers practical training for clinical psychology trainees, giving them hands-on experience in telehealth, outreach, and mental health support. This initiative is vital in promoting early intervention, fostering resilience, and supporting the overall wellbeing of people at risk of suicide.

 info@compas.org.au

 compas.org.au



DISASTER &
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CONFERENCE

The Disaster & Emergency Management Conference bring together some of the country's most dedicated sector leaders, professionals and service providers in the one place for two big days of learning, listening, strategising and conceptualising the future of the sector. Join us on the Gold Coast and learn the current research and data around what the Disaster & Emergency Management sector needs now, and what the immediate future means for you and your peers - take this information back into your role, your organisation and your community.

 **07 5502 2068**

 conference@anzdmc.com.au

 anzdmc.com.au



DV-alert is a nationally recognised training program with training and assessment delivered by Lifeline Australia and approved third parties on behalf of Lifeline Australia (RTO 88036). The program is funded by the Australian Government Department of Social Services as a key initiative under the National Plan to End Violence against Women and Children 2022-2032.

Since 2007, we have been working to build the knowledge and capability of frontline workers to reduce and prevent domestic and family violence.

DV-alert is led by experienced trainers dedicated to ending violence against women and children. Our workshops provide a safe space for frontline workers to learn, connect and be empowered to recognise and respond confidently to those in crisis.

 **02 8099 8222**

 training.dvalert@lifeline.org.au

 dvalert.org.au

CONFERENCE EXHIBITORS



Easec is a leading National provider of specialised rehabilitation solutions, dedicated to enhancing the wellbeing of veterans and first responders. With over 20 years of experience, we focus on helping individuals regain their independence and quality of life through tailored programs that address both physical and mental health challenges. Our holistic approach ensures a smooth transition to civilian life, offering compassionate support and expert care every step of the way. We are proud to be a trusted partner, empowering veterans and first responders with the tools and resources to live fulfilling, independent lives.

☎ 1300 970 036

✉ info@easec.com.au

🌐 easec.com.au



Guardian Exercise Rehabilitation's team of mobile allied health clinicians prescribe therapeutic exercise-based programs for individuals afflicted with injury or illness, principally under a compensable-injury policy. With an ever-increasing national footprint, they are industry leaders in clinically guided, best-practice rehabilitation interventions.

Verde Nutrition Co's Accredited Practicing Dietitians have a variety of specialities, including mental health, gut health and IBS, skin, autoimmune disease, disordered eating, weight management, fertility, and elite sport nutrition.

To learn more about their integrated exercise and nutrition services, make sure to visit their booth at the 2025 Frontline Mental Health Conference.

☎ 1800 011 066

✉ admin@guardianexercise.com.au

🌐 guardianexercise.com.au & verdenutrition.co



Gallagher Bassett, the largest third-party claims administrator in Australia and New Zealand, offers customised claim and risk mitigation solutions. Specialising in general insurance, workers' compensation, and more, GB operates from multiple offices with over 1200 experts, providing comprehensive claims management and consulting services.

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✉ beth_sutton@gbtpa.com.au

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Integrated Mental Health (iMH) represents a groundbreaking approach to mental health care, ensuring seamless transitions between inpatient and out-of-hospital services. In partnership with Aurora Healthcare and Amplar Health, iMH was launched to make integrated mental health services nationally accessible in Australia, with its flagship hospital, Deakin Private Hospital, opening in 2023. Expanding service models, iMH compliments Aurora Healthcare's traditional private mental health hospitals, focusing on accessibility and recovery. Operating hospitals in Canberra, Sydney, and Brisbane, iMH provides specialised care for adults and older persons, including a dedicated PTSD/Trauma Support Unit for military personnel and first responders. iMH prioritises patient-centered recovery, aiming to prevent avoidable admissions and support long-term wellbeing through innovative, integrated care.

☎ 02 5114 8207

✉ kate.hunt@imh.com.au

🌐 imh.com.au

CONFERENCE EXHIBITORS



MediRecords is an industry-leader in cloud-based electronic health records and patient management software. Trusted by healthcare professionals in general practice, specialist care, government agencies, emergency services, and the Australian Defence Force, MediRecords specialises in secure data sharing using API and FHIR standards. Our platform bridges data interoperability gaps, linking clinicians, patients, and healthcare partner organisations.

Tailored to meet the needs of mental health professionals, MediRecords has a growing list of risk assessment tools, including the DASS21 and K10. Our flexible calendar supports telehealth and group appointments, and we offer Case Management for shared care teams. ePrescribing is standard functionality, along with workforce tools such as immunisation management. We also offer a unique, single system with longitudinal patient records across outpatient and inpatient care. All you need is Internet access via web browser; MediRecords manages all hosting, security, and software updates so you can focus on patient care.

 **1300 103 903**

 **sales@medirecords.com**

 **medirecords.com**



Mental Health Carers Australia (MHCA) is the national peak body advocating for the rights, recognition, and support of carers, family, and kin of people living with mental health challenges. We work alongside governments, service providers, and communities to drive systemic change, ensuring mental health family carers and chosen supporters have a voice in policy, research, and service design. Through leadership, collaboration, and evidence-based advocacy, MHCA strengthens the role of family carers and chosen supporters in Australia's mental health system. Visit our booth to learn more about our initiatives and how we can support the frontline workforce in delivering inclusive, carer-aware services.

 **0417 110 061**

 **info@mentalhealthcarersaustralia.org.au**

 **mentalhealthcarersaustralia.org.au**

FREE TRAINING

IN RECOGNISING & RESPONDING TO ADULT DISCLOSURES OF SEXUAL VIOLENCE

Monash University's Department of Forensic Medicine delivers training that equips AHPRA registered healthcare professionals to recognise and respond appropriately to adult disclosures of sexual violence.



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2025 in-person sessions are scheduled to be delivered nationally in metro and regional areas.

Upcoming intakes are occurring in Port Macquarie, Brisbane, Canberra, Perth and Kalgoorlie.

All dates are listed on our website.

This program is funded by the Department of Social Services under the *National Plan to End Violence Against Women and Children 2022-2032*

CONFERENCE EXHIBITORS



Located in Strathpine, Pine Rivers Private Hospital (PRPH) is a dedicated mental health facility providing inpatient and outpatient services.

Facilitated by the multidisciplinary clinical team, patients are supported with regular psychiatric consultation, 24/7 nursing support and Allied Health services. Derived from a broad range of evidence based treatment modalities, therapeutic groups are facilitated daily to enhance insight and enable development of adaptive coping strategies. The program includes a specific trauma stream of therapy sessions. Additionally, PRPH offers an intensive inpatient EMDR program, involving both group and individual therapy upon referral and assessment for suitability.

Our outpatient services include Psychiatry, Psychology, TMS, ECT, Esketamine and community groups – being able to support member through many different methods and treatment options.

An extensive range of Day Programs are offered daily, providing a targeted approach for specific mental health concerns. ACT, DBT, Schema and Positive Psychology Programs provide a comprehensive understanding of relevant key concepts whilst supporting skill acquisition and application. Additionally, PRPH offers Day Programs specifically addressing Addiction, GAD and Trauma, including PTSD000 for emergency services.

 **07 3881 7222**

 **prv.enquiries@healthscope.com.au**

 **pinerivershospital.com.au**



Queensland Corrective Services (QCS) employs psychologists, counsellors, occupational therapists, social workers and other clinicians to provide high-quality psychological and disability services supporting the mental health, wellbeing and safety of prisoners in correctional centres.

These services play a crucial role in keeping our community safe, promoting prisoners' safety, wellbeing and positive progression through all stages of their time in custody, supporting them to lead more productive, crime-free lives going forward.

We are hiring people with degrees in Psychology, Social Work, Occupational Therapy and other behavioural science disciplines, who want to make a difference.

 **07 3565 7319**

 **psurecruitment@corrections.qld.gov.au**

 **corrections.qld.gov.au**



Response Mental health and Wellbeing is a registered charity that combines evidence-based practices and current research to provide a comprehensive and holistic approach to treating people from all walks of life with a range of mental health issues. Response has integrated techniques from fields in psychology, neuroscience, trauma-informed care, and psychotherapy. Specifically, Response Mental Health and Wellbeing will utilise DBT (Dialectical Behaviour Therapy), Trauma focused ACT therapy and Creative Arts Therapy as the main modalities of mental health therapy.

Attendees will also be provided with holistic wellbeing strategies such as visiting practitioners, speakers, creatives, community engagement, exercise, nutrition, social connections and events.

 **adrian.burke@responsementalhealth.org**

 **responsementalhealth.org**

CONFERENCE EXHIBITORS



SafeSide Prevention has a vision of a world where every person is respected, connected, and giving to others. Our challenge is to engage, unite, and support a workforce serving diverse populations to think, act, and communicate with a common set of principles and best practices.

We deliver a systems-based approach to suicide prevention and provide leadership consultation and workforce education for health, mental health, educational, and governmental organisations seeking to unite and inspire their mental health and primary care workforces to prevent suicide.

Our programs cultivate healthy, connected workforces that are ready to respond and supported when a suicide occurs.

☎ 0412 902 511

✉ jamie.thompson@safesideprevention.com

🌐 safesideprevention.com



Signal 2 Support is a not-for-profit charity that guides and supports NSW Police Force (NSWPF) officers through the medical discharge process for both psychological and physical injuries. Started by a former NSWPF officer who experienced the medical discharge process firsthand, Signal 2 Support will ensure that no NSWPF officer feels alone, lost, or confused during the discharge process.

Whether the goal is to medically discharge or return to work after an injury, Signal 2 Support will ensure that your recovery is a priority, not an afterthought.

☎ 0412 770 189

✉ info@signal2.org.au

🌐 signal2.org.au



The Psych Collective provides actionable mental health resources for individuals seeking higher-resolution solutions to their suffering.

Offering a wide range of free content, including videos, worksheets and handouts, we empower users to implement practical skills to improve their well-being. Our specialised areas include PTSD, schema therapy, sleep health, and managing distress. For those wanting to dive deeper, we offer affordable eBooks, online courses and face-to-face training for mental health professionals.

Developed by a Clinical Psychologist and a Consultant Psychiatrist, The Psych Collective is here to help people master their mental health.

☎ 0449 949 181

✉ info@thepsychcollective.com

🌐 thepsychcollective.com



University of the Sunshine Coast - Thompson Institute & National PTSD Research Centre

UniSC's Thompson Institute is a hub for world-class mental health and neuroscience research, clinical programs, education and outreach. Its National PTSD Research Centre brings together advanced neuroscience, psychotherapies and molecular biology to unveil crucial insights into how psychological trauma is linked to brain structure and function and the rest of our body. The centre investigates promising new treatments for PTSD, including Reconsolidation Therapy, recently brought to Australia by Institute Director Professor Alain Brunet. The Thompson Institute translates science into programs that empower people to care for the mental health of self and others, including training for frontline workers.

☎ 07 5430 1191

✉ thompsoninstitute@usc.edu.au

🌐 usc.edu.au/thompson-institute



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