

PsyCare

Clinical & Corporate Psychology

"Helping Individuals & Organisations Maximise Their Potential"



Calm



Balanced



Confident



Successful

About PsyCare

PsyCare is a multidisciplinary team of consultant psychologists specialising in organisational and clinical psychological issues including leadership, change, work/life balance, depression, anxiety, relationships and work related stress problems.

Our Services

Organisational Health & Risk

- Psychosocial (Stress) Risk Assessment
- Organisational Health - Assessment & Review
- Team Intervention & Support
- Psychological Injury & Rehabilitation
- Organisational Crisis Response & Management
- Occupational Violence & Aggression Programs
- Human Factors & Safety Analyses

Leadership & Strategy

- Executive & Life Coaching
- 360 Assessment & Development Plans
- Complex People Issues - Advice & Strategy
- Business & Strategic Planning
- Leadership Team Development
- Executive Succession
- Work / Life Balance

Human Resource Consultancy

- Organisational Development
- Workshops & Training
- Workplace Investigations
- Early Intervention - Individual & Team
- Mediation - Alternate Dispute Resolution
- Performance & Disciplinary Processes
- Employment Selection & Job Design
- Change Management - Strategy & Implementation

Office Locations

Brisbane Head Office

Suite 1, Level 1,
201 Wickham Tce
SPRING HILL QLD 4000
P: 07 - 3839 4400 F: 07 - 3839 4455

Mt Gravatt Office

2/20 Creek Road
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P: 07 - 3137 2014 F: 07 3137 2014

Nundah & Strathpine Office

P: 07 - 3839 4400 F: 07 - 3839 4455

Scarborough & Morayfield Offices

P: 07 - 3839 4400 F: 07 - 3839 4455

Sunnybank Office

P: 07 - 3137 2011 F: 3137 2014

Gold Coast & Tweed Office

4/2437 Gold Coast Highway
MERMAID BEACH QLD 4218
& 13 Beryl Street
TWEED HEADS NSW 2485
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NEWS

2009 In Review



PsyCare Corporate continues multi-year leadership and Organisational Health interventions across various sectors including public, private and non-profit organisations, to develop initiatives to assist workplaces build organisational health and promote supportive leadership. Keep an eye out for more peer reviewed journal articles in this area during 2010.

Ben & Peter go tropical with Interstate Clients at their end of year

Kosciuszko Trip

In late February, three of PsyCare's directors **Peter Stebbins, David Whittingham & Ben De Young** & Partner in development **Steven Bennetts** undertook a leadership retreat which involved conquering Australia's 3 highest peaks (Mt. Kosciuszko Picture). PsyCare is running more of these trips for high level executives, with the first international trip in May 2010. Ben & Peter will leading the Mt Kilimanjaro trip.



Occupational Health & Safety

In February 2010 the High Court of Australia's decision in Kirk v WorkCover NSW, noted critical aspects of OHS prosecutions in New South Wales. The case involved an analysis of the 'duty of supervision' under NSW OHS provisions, and concerned Mr Kirk, the director of an entity that owned a farm in NSW. One of his employees chose to drive a company vehicle directly down a sharp incline, despite a safer route being available (i.e. a safe private road) and was killed. Prosecution was started by the WorkCover Authority in 2001 alleging that Mr Kirk as the employer, had failed to take reasonable steps to ensure the health and safety of his employees.

The High Court Decision overturned the original conviction and penalty against Mr Kirk and the business. The analysis notes critical aspects of the prosecution properly identifying in their case, ways in which the defendant ought to have acted to manage health and safety, not just arguing that a failure to ensure health and safety has occurred. The case turned on the employee's act as misconduct that was 'inexplicably reckless', and an analysis of the duty under OH&S legislation to 'supervise', with this operationalised to constant surveillance of employees' work activities being 'an impossible and unfair obligation on chief executive officers and an inaccurate summation of the law in this area'.

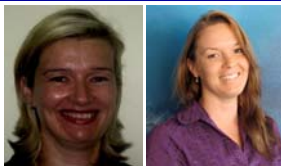
Workplace Bullying

Workplace stress is now among one of the largest workplace complaints with compensation from the psychological effects of bullying being at the top of the list. Its associated consequences including absenteeism and decreased productivity, costs employers \$10 Billion annually. The suicide of Melbourne waitress Brodie Panlock, a victim of workplace bullying by three employees, tragically reiterates the serious consequences of unsafe working environments. In this landmark case, under the Occupational Health and Safety Act, Victorian WorkSafe fined the co-workers and café owner a total of \$335,000. The reason for prosecution was that inadequate measures were taken by the café owner to ensure a safe workplace and a failure on the co-worker's behalf to responsibly consider the welfare of others. This case has lead to reforms to change the way workplace environments operate, prompting companies to reconsider their occupational health and safety policies to ensure that they provide the safest possible workplace for their employees.

WH&S Prosecutions Have Started

Autumn/Winter 2010

Psychare would like to congratulate both **Dr. Leith Middleton** & **Dr. Alison Bocquee** on their recent promotion to Partners. Also congratulations to **Steven Bennetts** who has been accepted on the Partner Development Program & **Joanne King** who has recently been promoted to Senior Associate. Psychare would also like to welcome two new consultants: **Robyn Farley** (Clinical & Community) & **Kathleen Davey** (Community & Corporate) who have recently joined our team.



Robyn is a clinical psychologist who has widespread experience especially with young people who have experienced abuse and trauma. Her specialties are in the treatment of anxiety, depression, stress, grief and trauma issues. Robyn also has an interest in rehabilitation services and workplace interventions. Kathleen shares an interest in both clinical and organisational psychology. Her organisational experience spans both interstate and internationally, particularly in the area of heavy industries. Kathleen's clinical expertise encompasses a broad range of mental health areas including anxiety, depression, disability and stress management as well as promoting wellbeing in isolated areas.

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Publications

Books

- *Turning Stress Into Success!*
- *Living Beyond Pain*
- *Wholly Coping*
- *Brief Treatments for Common Psychological Problems*
- *You Can Cope!*

Audio CDs

- *Stress Free Living*
- *Relaxation*
- *Beyond Coping*
- *Pain Management*
- *Effective Communication Skills*
- *Personal Safety @ Work*
- *Work Related Stress: HR, OH&S and Legal Strategy*

All of the PsyHealth Media publications are online at:

www.psyhealth.com.au

Contact Us

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Newsflash: Gold Coast is moving their office to Mermaid Beach — Launch Soon!