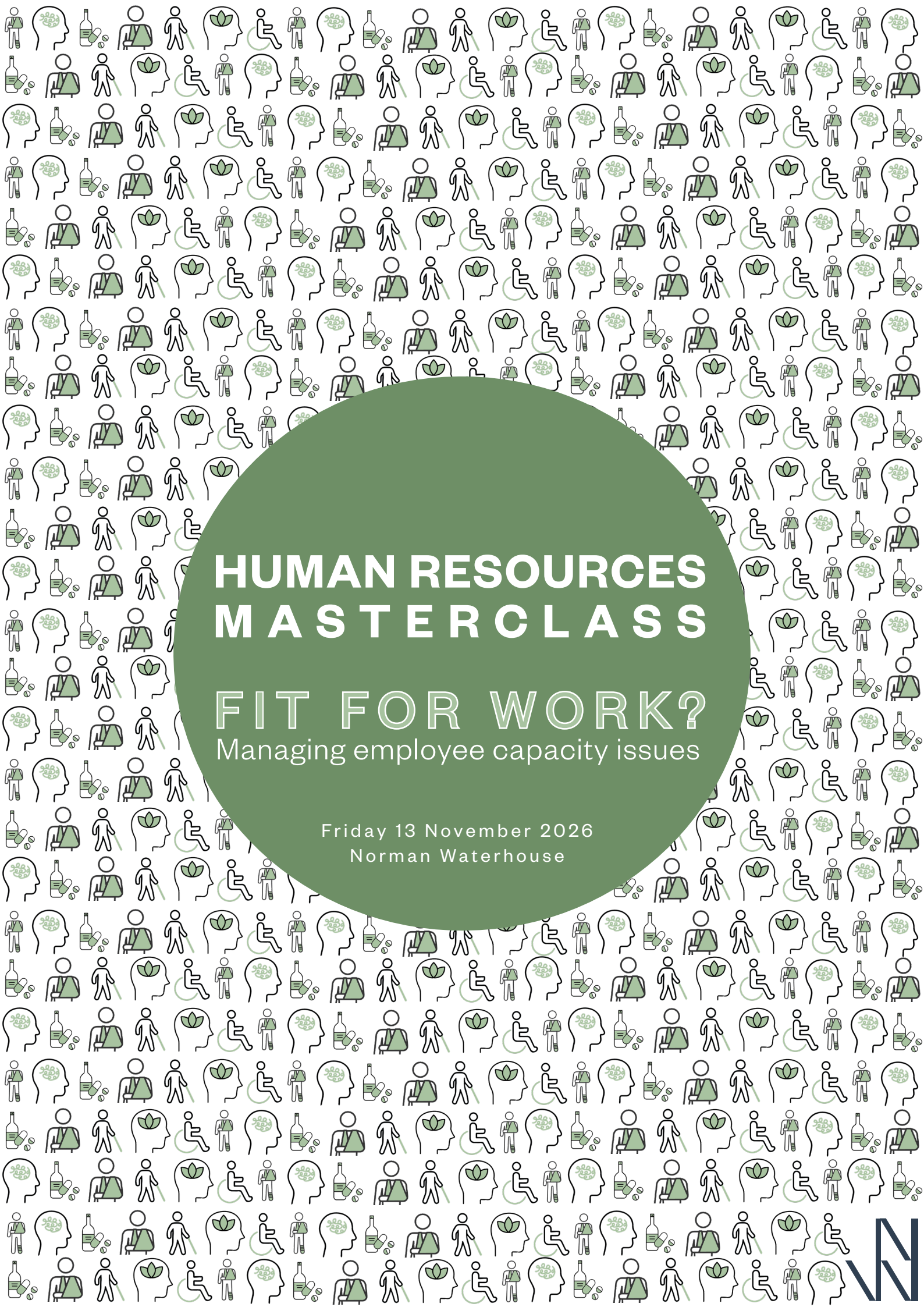




HUMAN RESOURCES MASTERCLASS

FIT FOR WORK?

Managing employee capacity issues

Friday 13 November 2026
Norman Waterhouse



8:45am-9:15am

Registration

9:15am-9:45am

Welcome and Introduction

9:45am-11:00am

Managing Substance Impairment in the Workplace

When capacity for work is affected by substance impairment, understanding the measures to take is an essential skill every HR professional and manager should have.

In this session you will:

- Participate in hands-on activities and roleplay discussions, exploring strategies to navigate real-world workplace scenarios and conversations.

- Experience thought-provoking curveballs to reflect workplace situations, providing practical insights and requiring critical decision-making around employee capacity.

- Collaborate in group activities to identify and respond to substance abuse impairment and the associated risks, whilst balancing employee well-being and making reasonable adjustments.

11:00am-11:30am

Morning Tea

11:30am-1:00pm

Managing Physical Impairment in the workplace

Employees may experience a reduction in their ability to perform work safely or effectively, arising from physical impairment. In these cases, it is vital that HR professionals be equipped with the legal knowledge to navigate an employee's return to work and to empower employers to make best-outcome decisions.

In this session you will:

- Learn effective strategies to manage physical impairment and how to take proactive steps to reduce impairment-related risks in the workplace.

- Deconstruct reasonable adjustments and what that means for your workplace.

- Reflect on workplace culture and the ways in which HR professionals can ensure harmony between employers and employees, having regard to employees with physical impairments.

1:00pm-1:45pm

Lunch Break

1:45pm-3:15pm

Managing Mental Impairment in the Workplace

There are numerous factors that may contribute to an employee experiencing poor mental health, including psychosocial hazards in the workplace, or external circumstances affecting employees.

In this session you will:

- Work from the perspective of a HR professional as you navigate the legal, procedural and emotional components of mental health challenges.

- Develop a deeper understanding of what reasonable adjustments in the workplace means through guided practical activities.

- Review real-world policy practices which can be implemented in your workplace to help improve your work environment.

3:15pm-3:30pm

Concluding Remarks

3:30pm-4:30pm

Networking

Friday 13 November 2026 | Norman Waterhouse Office | \$530 incl GST per person

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