



DISABILITY CONFERENCE 2017

DATE: 7th November 2017
TIME: 9h00 – 16h00
VENUE: Southern Sun O.R Tambo International Airport, Airport Grounds, Jones Road, Kempton Park.
COST: R 3000,00 per person
RSVP: Kristen Kimble, Kristen@progression.co.za

CONFERENCE PROGRAMME		
Time	Topic	Speaker
9h00 – 9h15	Welcome and introduction	Imogen Rossam
9h15 – 10h00	Defining mental disability according to the Employment Equity Act.	Justene Smith
Delegates will gain a greater understanding of the Employment Equity aspect of disability and will be equipped with the knowledge to deal with employees with mental disabilities, from an employment law perspective.		
10h00 – 11h15	Diagnosis and understanding of mental health conditions. <ul style="list-style-type: none"> • Psychiatric • Cognitive • Neurological • Learning • Q &A session 	Justene Smith, Tyrone Edgar
Delegates will explore the different types of disabilities, the various ways they are presented and experienced in order to better understand and manage disability in the workplace.		
11h15– 11h30	TEA	
11h30 – 11h45	Educational Video	
11h45 – 13h15	Barriers faced by PWDs in the workplace: <ul style="list-style-type: none"> • Awareness vs disclosure • Stress • Culture • Q &A session 	Justene Smith, Keshika Naidoo, Tarryn Mason, Tyrone Edgar
Delegates will explore the various barriers faced by people with disabilities including the fear of disclosing, the high-pressure work environment, the culture in the workplace as well as society in general etc.		
13h15 – 14h00	LUNCH <i>enjoy refreshments and network with conference delegates and speakers</i>	
14h00 – 14h30	Activity – Recruiting without prejudice	

14h30 – 15h50	Overcoming barriers: <ul style="list-style-type: none"> • Reasonable Accommodation • Prevention • Performance management • Steps to ensure mental wellbeing in the workplace • Workplace wellness toolkit • Q &A session 	Justene Smith , Keshika Naidoo, Tyrone Edgar
Delegates will explore reasonable accommodation measures that people with mental disabilities may require, what employers can do to support, retain and employ people with mental disabilities, how to handle performance management of people with mental disabilities as well as various steps that can be taken to remove stigma and ensure mental wellbeing in the workplace.		
15h50 – 16h00	Draw- Customised Wellness Day worth R30 000,00	
16h00	Closing	

6 Reasons why you should attend the 6th Annual Disability Conference:

- Hear from **industry experts** leading the way in workplace well-being, reducing stigma and bias on mental illness in the workplace.
- Learn the process of **disability disclosure** and confidentiality.
- Find out the **barriers** faced by people with disabilities in the workplace and how to overcome them from mental health experts and recognised practitioners.
- **Network** and share ideas with other professionals.
- **Explore strategies** and steps to ensure mental wellbeing in the workplace.
- Our conference is **CPD accredited**.



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Justene Smith **Disability Specialist at Progression**

Justene studied in Glasgow, Scotland and holds a Diploma in Health and Social Care, specialising in Occupational Therapy; she has been working with disability since 2006. Her role includes delivering Progression's Diversity Management model aligned with Best Practice to promote accessible and inclusive work environments.



Tarryn Mason **MD of Progression**

Tarryn fulfils the role of Progression's General Manager, a position which requires her to oversee the company's operations and align strategic goals with organisational resources. She is also the co-founder of Progression's Assessment Centre, Access at Progression which was launched in 2015. Tarryn holds a degree in Financial Management and has completed a company aligned MBA. She is the project sponsor of an internal Leadership and Knowledge Management programme at Progression where she is instrumental in nurturing the successful transfer of critical disability knowledge and leadership skills within the business.



Keshika Naidoo **Occupational Therapist**

Keshika holds a Bachelor of Occupational Therapy from UKZN and is passionate about working with people with disabilities. She has worked in both corporate and academic environments, having headed up the Psychiatric Department at Tara Hospital and lecturing in the Wits Occupational Therapy Department. She now works as a private practitioner.



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Tyrone Edgar **Clinical Psychologist**

Tyrone is the proud holder of a Masters in Clinical Psychology. Tyrone is an internationally certified cognitive-behavioural therapist (CBT) He received extensive training in The Unified Protocol (UP) for individuals diagnosed with anxiety disorders, depression and related disorder at the Unified Protocol Institute at Boston University.

Tyrone works closely with SADAG - the largest mental health advocacy organisation in Africa. He believes that knowledge is power and the more others understand mental health conditions, the easier it becomes for those suffering from such conditions to access good health care. Tyrone lectures the WITS M.A. classes in CBT, supervises clinical psychologists and trains SADAG counsellors in the basics of counselling and also has his own private



Marina Bradley **Labour Relations Specialist**

Marina Bradley has vast experience in the labour relations field and has successfully represented various clients at the CCMA. Marina's specialty consists of developing and implementing policies on pertinent issues, including working conditions, performance management, disciplinary procedures and CCMA representations. Marina is the proud holder of a Bachelor's Degree Psychology and Labour Relations as well as a Practical Labour Law Certificate.