




HEALING CENTRE
FOR
griefologyTM



Employee Assistance Programs

**Information for the Department of Child
Protection**

*With the Healing Centre for Griefology, and Rosemary
Wanganeen*

Contact us

Phone: (08) 8341 5557

Email: admin@lossandgrief.com.au

rosemary@lossandgrief.com.au

Website: www.lossandgrief.com.au

Address: 2/107 Military Road, Semaphore, South Australia 5019

Employee Assistance Programs



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Assisting employees, increasing staff retention

Retaining Aboriginal and Torres Strait Islander staff in the Department of Child Protection helps Close the Gap on Aboriginal disadvantage.

The Healing Centre for Griefology and Rosemary Wanganeen can support The Department of Child Protection in its staff retention and cultural safety with our Employee Assistance Programs (EAPs) and Griefology Counselling.

The Healing Centre for Griefology has over 29 years of experience in providing Employee Assistance Programs (EAP's) to government and non-government organisations like the Department of Child Protection (DCP).

These programs enable Aboriginal and Torres Strait Islander employees the choice of accessing culturally safe and appropriate counselling and professional support services. The programs also benefit people of all cultural backgrounds by providing a bi-cultural approach. Griefology is a newfound counselling model that imparts skills and wisdom to support people to integrate what has or is happening across their lives.

Loss and grief know no boundaries and do not discriminate when life challenges arise in the workplace and in our personal lives. Griefology understands that there is more to loss and grief than death and dying, hence loss and grief can seem insurmountable.

These human experiences don't discriminate and this is why the Healing Centre for Griefology's EAPs are open to people of all cultural backgrounds within the Department.

Rosemary's EAP programs address these human experiences with Griefology to support the workplace and employees within it. Better for the workplace, better for the employee, and better for Aboriginal and Torres Strait Islander staff.

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Griefology Counselling



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Rosemary uses Griefology to support personal and professional experiences relating to all things loss and grief. Our point of difference lies in Rosemary's integration of her personal lived experiences into every aspect of her work. Grounded in a grief (trauma)- informed model, the Seven Phases to Integrating Griefology, her approach and delivery are deeply rooted in our shared humanity.

Rosemary's model creates a safe space built on compassion and transformation and free from pity, paternalism, condescending beliefs, shame, blame, or demonising. Truth-telling remains at the forefront of instilling deep and meaningful allyship and healing. Rosemary encourages a pathway to integrating loss and losses by assisting in the grieving process.

The objectives of this counselling are to support:

- The reduction in the levels of distress among employees
- Reduction in the numbers of stress-related illnesses
- Improvement in the overall work performance through reductions in distress and stress-related illnesses
- Improvement in the general health and welfare of employees
- Improvement in staff retention

There are marked benefits in providing a professional and strictly confidential free counselling services for employees (and their immediate family members).

Employees are assisted in resolving work related or personal problems, enabling them to return as soon as possible to their normal level of functioning in the workplace.



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Griefology identifies a gap in workplace understandings of how to provide cultural supervision and support. The Healing Centre for Griefology aims to address this gap by providing education for cultural supervision and support for organisations that have Aboriginal staff.

Sometimes managers can be apprehensive or even afraid to address culturally sensitive or highly charged issues. Addressing these issues is sometimes seen as challenging or awkward, so attempts can fail and fracture working relationships.

The Healing Centre for Griefology's programs upskill Aboriginal and non-Aboriginal management to create cultural safety and support for Aboriginal staff. Rosemary can assist in approaching what could be perceived as difficult conversations in a culturally sensitive manner.

1. Aboriginal and non-Aboriginal staff

Staff can come together to discuss and queries, questions and/or concerns regarding and Aboriginal client and/or case study. This arm of The Healing Centre for Griefology's EAP's offers cultural strategies, addressing any uncertainty on how to approach a situation.

2. Aboriginal staff

Staff can come together to discuss any queries, questions and/or concerns regarding workplace experiences that are troubling for them

3. Aboriginal and non-Aboriginal Management Assist

Those in managerial positions can discuss and build strategies around challenging and awkward workplace situations

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Meet Rosemary



Information for the Department of Child Protection

As a Griefologist, Rosemary brings nearly 31 years of experience in clinical loss and grief counselling. She is also a skilled facilitator, assessor, public speaker, and consultant on various research projects. Her pioneering work in **Griefology** introduces a much-needed discipline to the field of social and emotional well-being, offering new ways to address mental health challenges across diverse cultural contexts.

Rosemary's professional foundation stems from her personal 'lived experiences', which she deeply explored through intuitive research between 1987 and 1992. This research led to the development of the **Seven Phases to Integrating Griefology®**, a model that provides a culturally safe and responsive approach to counselling. As a member of the Stolen Generation, Rosemary's journey of healing and growth inspired her to create a practice that supports individuals in their grief integration processes, irrespective of cultural background.

As an EAP provider, she has been supporting Aboriginal and non-Aboriginal clients in a multitude of personal and professional life experiences. Rosemary's significant contributions to the field were recognised when she was accepted into the University of Adelaide's Master of Philosophy program in 2018, further validating the relevance and impact of her work.

Griefology acknowledges that loss and grief are universal human experiences.



Rosemary Wanganeen

Griefologist | Director | Founder

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Meet Rosemary



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Professional Recognition & Accolades

Due to her extensive industry experience, Rosemary is currently a candidate for the Master of Philosophy (MPhil) program at the University of Adelaide (2018).

Her work has been widely recognised nationally and internationally, with some of her accolades including:



- City of Port Adelaide Enfield, Aboriginal and Torres Strait Islander Awards (2022) - Elder of the Year
- City of Port Adelaide Enfield, Aboriginal and Torres Strait Islander Awards (2018) - Lifetime Achievement Award Nominee
- SA Health, Mental Health Excellence Awards (2016) - Finalist
- Aboriginal Health Council (SA) NAIDOC Health Awards (2016) - Outstanding Health Project/Program Winner
- Australian Ethnic Awards (2012) - Nominee
- Australian Ethnic Awards (2011) - State Finalist
- Gladys Elphick Award (2011) - Winner
- South Australian of the Year (2009) - Community Award Winner

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EAP Fees Schedule



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Type of Service	Fees per hour & excl. GST
EAP Individual Counselling at Centre	\$169.74
EAP Individual Counselling at Metropolitan Locations	\$195.5 + \$76.70 per hour travel
EAP Critical Incident Debriefing at Centre	\$162.15
EAP Critical Incident Debriefing at Metropolitan Locations	\$195.5 + \$76.70 per hour travel
EAP Group Cultural Supervision/Support/Mentoring (up to 3 people)	\$339.25 \$67.57 per person thereafter
EAP Management Assist	\$174.8
EAP Manager Hotline	\$169.74
EAP Group Session (up to 3 people)	\$339.25 \$69.57 per person thereafter
EAP Report Writing	\$300 per page

After hours and Saturday morning sessions incur a 20% increase on the above prices

Department of Child Protection (DCP) staff are entitled to **6 sessions of Management Assist per issue**, and **6 sessions of cultural support**.

DCP staff wellbeing enquiries contact: DCPStaffWellbeing@sa.gov.au

Cancellations with less than 48 hours notice will incur the full cost.

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Full-day retainer information

Location	Fees (per hour & inc. GST)	Travel
EAP full-day retainer Metropolitan Adelaide	\$1,350	+ \$76.70 per hour
EAP full-day retainer Regional South Australia	\$1,550	+ \$128.83 per hour

All travel arrangements are required to be made by the Department of Child Protection and all associated costs are to be incurred by them - this includes, but is not limited to; travel time, flights, accommodation, meals, taxis/car hire, fuel costs, etc.

After hours and Saturday morning sessions incur a 20% increase on the above prices

Cancellations of full-day retainers with less than 48 hours notice will incur the full cost, including travel costs.

To cancel or reschedule a full-day retainer booking, please contact admin@lossandgrief.com.au or call (08) 8341 5557

To discuss full-day retainer arrangements, including travel bookings - please contact admin@lossandgrief.com.au or call (08) 8341 5557

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ACKNOWLEDGEMENT OF COUNTRY

The Healing Centre for Griefology and founder, Rosemary Wanganeen, acknowledge that the Kurna people are the Traditional Owners of Country of the land on which we are privileged to live, work, and play, and pay respects to Elders of the Kurna nation, past, present and future.

Rosemary acknowledges her gratitude for the sharing of modern Australia, and at the same time, expresses her deep sadness for the cost of this sharing particularly for Aboriginal and Torres Strait Islander people. We all have a right, a role, and responsibility to support the Reconciliation process and forge a path to a place of equity, justice, and partnership for all Australians.

The Healing Centre for Griefology further acknowledges all Traditional Owners of Country throughout Australia and Torres Strait Islands and pays respect to their continuing connection to the land, waters and community we are privileged to visit. We pay our respects to the people, the cultures and the Elders past, present and emerging.

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