

Capability Statement

Kelly Quirk

Founder – Rubric Education Institute

Workforce Capability Specialist – Psychosocial Safety

Current: 26th March 2026

Overview

Kelly Quirk is an experienced educator, counsellor, and workforce capability specialist with over 15 years' experience in mental health, family violence, and psychosocial practice, and more than a decade in vocational education and organisational capability development.

Kelly specialises in supporting organisations to translate psychosocial Work Health and Safety (WHS) obligations into practical, workforce-level capability, enabling leaders and staff to identify, respond to, and manage psychosocial risks in real-world operational environments.

Her work integrates:

- Clinical expertise in trauma, mental health, and family violence
- Workforce capability development across all organisational levels
- Contemporary WHS psychosocial risk expectations
- Trauma-informed and culturally responsive practice

Relevant Experience

Kelly brings a unique combination of **clinical, educational, and organisational capability expertise**, including:

- Delivery of psychosocial safety and workforce capability programs within aged care environments
- Design and facilitation of leadership and frontline training aligned to psychosocial risk management
- Development of training systems and resources that translate compliance requirements into applied practice
- Experience in large-scale workforce uplift, audit readiness, and capability development across regulated sectors

Kelly's professional experience includes senior roles across education and health sectors, including leadership positions in vocational education, national training management, and ongoing consultancy within aged care and community services.

Specialisation: Psychosocial Safety & Workforce Capability

Kelly's approach moves beyond compliance-driven models to focus on **capability, behaviour, and practical application**.

Key areas of capability include:

Executive and Board Capability

- Building understanding of psychosocial WHS obligations
- Translating legislative requirements into governance and oversight responsibilities
- Supporting strategic alignment between risk, culture, and workforce capability

Leadership Capability

- Recognising early indicators of psychosocial risk
- Responding to staff experiencing distress or psychosocial harm
- Building confidence in having safe, appropriate, and timely conversations
- Embedding psychologically safe leadership practices

Frontline Workforce Capability

- Understanding psychosocial hazards in day-to-day work
- Applying trauma-informed and culturally responsive approaches
- Strengthening communication, escalation, and peer support practices
- Supporting safe engagement with residents, clients, and colleagues

Clinical & Behavioural Expertise

Kelly's background in counselling and family violence practice provides a strong **behavioural and relational lens** to psychosocial safety.

This includes:

- Direct clinical work with individuals and families experiencing trauma and complex psychosocial challenges
- Experience in family violence response aligned to MARAM principles
- Reflective practice supervision and practitioner support
- Understanding of how behaviour, stress, and environment interact in workplace settings

This enables a practical focus on **what staff do, say, and respond to in real situations**, rather than relying solely on policy or procedural approaches.

Innovation: Interactive Psychosocial Risk Assessment Tool

Kelly is currently co-authoring an **interactive psychosocial risk assessment tool** designed to enhance existing organisational approaches.

Key features include:

- Industry-specific guidance for identifying psychosocial risks
- Alignment with published WorkSafe psychosocial hazard categories
- Interactive functionality that guides users through risk identification
- Generation of **targeted, practical improvement actions**, not just risk documentation

This supports organisations to move from **static compliance processes to active risk management and capability development**.

Approach

Kelly's approach is:

- **Practical and applied** – focused on real-world implementation
 - **Capability-driven** – building confidence and competence across the workforce
 - **Contextualised** – tailored to the specific environment and risks of the organisation
 - **Trauma-informed and culturally responsive**
 - **Aligned to regulatory expectations without being compliance-heavy**
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Engagement Model

Kelly operates as an independent consultant, working flexibly with organisations to design and deliver tailored capability solutions.

While Kelly has delivered work with Regis Aged Care, she does **not hold an exclusive arrangement** and works independently across organisations while continuing to build Rubric Education Institute.

Qualifications

- Master of Social Science (Family Therapy)
 - Bachelor of Applied Science (Psychology – Honours)
 - Diploma of Vocational Education & Training
 - Certificate IV in Training & Assessment
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Contact

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