Starling Health Collective
Resilience In Practice – Self Care Escape

Employer Brochure | 9–12 March 2027

Dates: 9–12 March 2027 (Tuesday to Friday): Tuesday 9:00am to Friday 1:00pm (AWST)

Location: Eight Willows Retreat, 266 Metricup Rd, Metricup, Margaret River, WA 6280. (Meet up & farewell is in **Busselton**)

Target Audience: Doctors, psychologists, nurses and allied health working in high-acuity healthcare systems

Facilitator: Dr Alice Morgan, Clinical Psychologist (DPsychClin) + Master of Public Health

20 years of public hospital/MDTs/Leadership | Clinical Supervisor | WHO consultant | University Lecturer | Post graduate study (thesis) in Vicarious Trauma in Hospital Staff | COVID-19 Staff Support

Why This Escape?

Resilience in Practice is a small-group, clinically grounded resilience immersion. Healthcare professionals face ongoing responsibility, emotional load, time pressure and system constraints that can contribute to burnout, moral distress, vicarious trauma and cumulative stress. Sustainable practice requires skills that support psychological flexibility, emotional regulation and values-based decision-making.

This is not a wellness retreat. It is structured professional development designed to support sustainable clinical practice, effective decision-making and professional longevity.

Key Learning Outcomes and Program Content

The program combines evidence-based psychological approaches, experiential learning, and structured reflective practice. Participants will:

- Distinguish burnout, vicarious trauma and moral injury, and recognise them in themselves
- Use ACT, CFT and EMDR-informed tools for self-regulation and reset that work in the short gaps of a clinical day
- Reflect on professional boundaries, responsibility, and ethical decision-making, and identify the unhelpful “shoulds” and stories that limit confidence and leadership
- Take part in voluntary small-group EMDR (G-TEP) exercises designed to reduce the impact of vicarious trauma and occupational stress*
- Engage in peer discussion and expert dialogue to translate learning into clinical practice
- Reset in nature, practising evidence-based techniques while walking and swimming
- Leave with a written resilience and professional sustainability (self-care) plan and an accountability system for implementation

* Where Group Traumatic Episode Protocol (G-TEP) EMDR exercises are offered, participation is voluntary and provided for educational or experiential learning purposes only.

Program Structure

- Morning: Intensive workshops and practical skills-based learning
- Midday: Integration, reflection, peer discussion, journaling
- Afternoon: Integration and reflection; self-care practice and facilitated discussion

Total CPD Hours: 20 hours – four days of formal workshop training and facilitated reflective practice. Documentation of CPD hours and activity types is provided to support professional CPD logging.

Informal Learning and Reflection Sessions

Participants engage in facilitated informal conversations throughout the Escape – during meals, activities, and designated reflection periods. These allow participants to:

- Consolidate workshop learning and explore applications in clinical environments
- Encourage reflection on professional values, boundaries and ethical dilemmas
- Foster experiential learning and peer-supported problem solving

CME/CPD Alignment to professional standards

Resilience in Practice has been designed to align with the CPD frameworks used by Psychology bodies (PBA, AHPRA, APS etc.) and the Australian Medical Colleges requirements, including:

- *Knowledge and Skills Development:* Evidence-based workshops introducing ACT-informed resilience strategies, emotional regulation tools and trauma-informed approaches to occupational stress.
- *Reflective Practice:* Facilitated discussion, structured reflection and guided journalling on professional decision-making and workplace challenges.
- *Peer Consultation:* Small-group discussion and optional post-Escape supervision support collaborative learning and professional reflection.
- *Measuring Outcomes:* Application of evidence-based measures to clinical practice (self-compassion, burnout etc); evaluation of changes in practice over time.
- *Application to Practice:* Participants develop a personalised professional sustainability plan and identify strategies for implementing learning within their clinical environments.
- *Cultural safety and ethical practice:* Discussions, workshops on cultural considerations for self-care and application to clinical environments; ethical practice in professional boundaries.

Escape Costs per Person

Prices are per person, plus GST, and depend on the chalet type at Eight Willows Retreat:

Accommodation	Full Escape price (per person)
"2 Bedroom Queen" Chalet: 2 bedrooms, 1 shared bathroom	$4,100 + GST
"1 Bedroom King" Private Chalet	$4,500 + GST

See Eight Willows Retreat's accommodation page (eightwillowsretreat.com.au/stay-accommodation) for room types and features.

Payment is made in 3 payments to reduce budget pressure. Please contact starlinghc@outlook.com if this payment schedule does not align with Department budget allocations.

Payment	Paid to	Due
Payment 1: Deposit (non-refundable)	Starling Health Collective (at booking)	On booking
Payment 2: Accommodation	Eight Willows Retreat	9 December 2026*
Payment 3: Escape balance	Starling Health Collective	23 January 2027

Deposit: $500 (GST included). Specials, where they apply, are deducted from Payment 3.

*Bookings close 3 months prior to the Commencement Date (date to be confirmed for each Escape) unless otherwise advised. Pending approval, The Company may consider bookings outside this timeframe to better align with professional development funding budgets and timelines. Please contact The Company at starlinghc@outlook.com or www.starlinghc.com.au/contact-us to discuss further.

Escape Specials

Two specials reduce the per-person cost where more than one person from an organisation, or a participant and a colleague, attend the same Escape. Both are applied to the per-person price.

Refer a Starling: $250 off the total price each, for a participant and the colleague or friend they refer to the same Escape.
Eligibility: a minimum of 1 referrer and 1 referral. The $250 discount applies to both the referrer and the person referred, to a maximum discount of $500 per referrer. The names of those referred must be emailed to starlinghc@outlook.com when the booking is made. The discount is deducted from the final Escape fee payment (Payment 3).

Group Murmuration: $400 off the total price each, for group bookings of 3 or more people.
Eligibility: a Group is 3 or more people. Booking deposits for each member of the Group must be received, via the Tickets section of the booking page, within 1 week of the first booking deposit being made. The names of the Group must be emailed to starlinghc@outlook.com when the first booking is made. The discount is deducted from each Group member's final Escape fee payment (Payment 3).

Inclusions, Exclusions and Transfers

Inclusions: Chalet accommodation at Eight Willows Retreat, all meals, transport within the region from the meeting point on Day 1 onwards, an optional airport transfer to Perth Domestic Airport on the final day, planned activities, and the full teaching program.

Exclusions: Flights; travel and any related costs to arrive to the meeting point on Day 1; and travel insurance.

Transfers: Coach transfers run from the commencement point of the Escape through to an optional transfer to Perth Domestic Airport on the final day (timed to meet the Virgin Australia departure to Melbourne at 17:55 onwards), plus all scheduled transfers during the Escape. Participants arrange and pay for their own travel to the meeting point. South West Coach Lines operates direct services from Perth Domestic Airport to Busselton (southwestcoachlines.com.au, (08) 9753 7700).

Travel insurance: Travel insurance is not included in the Escape fees but is strongly recommended for all participants, including those attending from within their own State, to cover cancellations, medical expenses and travel disruption. Participants bear the costs of events beyond our control (Terms and Conditions, clause 6.2) and are responsible for checking their policy; employers may wish to confirm their staff are suitably insured.

Cancellations and Refunds

The deposit is non-refundable (unless the place is transferred to a new participant). Accommodation refunds (Payment 2) follow Eight Willows Retreat's terms at the time the accommodation fee is paid. The Escape balance (Payment 3) is fully refundable more than 30 days before the Escape, 50% refundable 14–30 days before, and non-refundable within 13 days. Full details, including events beyond our control, are in our Terms and Conditions at www.starlinghc.com.au/terms-and-conditions.

Clinical Supervision and Integration Package (Add-On)

Using adult and experiential learning frameworks (e.g. Kolb; Schon), this 6-month facilitated online peer supervision package (6 group sessions of 60–90 minutes, one per month) lets you connect monthly with your Escape cohort, guided by Dr Alice Morgan. It is designed to support implementation and sustained changes to practice and wellbeing that were introduced during the Escape. The reflective practice sessions:

- Consolidate Escape learning, support real-world application, reflective practice and peer consultation
- Provide a Community of Practice to support accountability and reduce professional isolation – a key factor in the reduction of burnout.

Escape Add-On: $800 + GST when booked with the Escape. **Investment:** $1,000 + GST when booked after the commencement of the Escape.

Contact: Starling Health Collective | starlinghc@outlook.com | www.starlinghc.com.au