



Carla Fotev
Director
Registered Psychologist / Licensed Investigator

Qualifications

- Bachelor of Psychology (UWA) 1990
- Graduate Diploma of Education (UWA) 1992
- Master of Educational Psychology (Massey NZ) 2000
- Certificate IV Training and Assessment 2005
- Certificate III Investigation Services 2010
- Certificate IV in Government Investigations (Regulatory Compliance) 2017

Certifications

- Registered Psychologist - Psychologists Board Australia
- Licensed Investigator / Inquiry Agent / Security Agent (No. 39685)
- Member Australian Association of Psychologists Inc (No.003392)
- Certified Professional Member Australian Human Resources Institute (No. 128841)
- Professional Member – Professional Speakers Australia
- Member - Crisis Intervention Management Australasia
- Accredited Facilitator Group Crisis Intervention (Crisis Intervention Management Australasia / International Crisis Intervention Stress Foundation)

Publications

- Tunnecliffe, M. & Fotev, C. (2010) Peer Supporters' Pocketbook, 5th Edition.
- Frayne, C., Leathem, J., & O'Keefe, V. (1999) 'Neuropsychological assessment of an 8-year-old child following excision of a right temporal lobe oligodendroglioma', Pediatric Rehabilitation, Volume 3, Number 2, April, pp.65 - 70.
- Frayne, C. (1999) 'Educational implications of Post Traumatic Stress Disorder: a literature review', School Psychology: Partners in Education, Conference Proceedings, Australian Guidance and Counselling Association, pp. 43 - 51.

Biography

Carla is passionate about creating psychologically safe, resilient, and high-performing workplaces. With over 30 years of experience, she is the Director of the Emergency Support Network (ESN), where she and her team partner with organisations to support employee wellbeing and manage complex people risks.

Carla's expertise spans stress resilience, psychosocial risk management, workplace investigations, conflict and grievance resolution, coaching and management support, interpersonal dynamics, organisational culture, peer support, and crisis management. She has delivered successful outcomes across a diverse range of industries including private enterprise, government departments, and local government.

Widely respected for her ability to turn insight into practical action, Carla has led numerous organisational development initiatives—from leadership development and cultural reviews to grievance management frameworks and team-based interventions. Under her leadership, ESN provides consulting services on matters such as performance management, conduct issues, employee fitness for work, psychosocial hazards, and other complex interpersonal workplace concerns.

A licensed and highly experienced investigator, Carla is regularly engaged by public and private sector organisations to conduct sensitive and high-stakes workplace investigations involving bullying, harassment, discrimination, misconduct, and psychosocial risk. Her investigations are robust, procedurally fair, and have withstood scrutiny in formal proceedings. She is also frequently called upon to review the quality and integrity of internal and external investigations.

Since 2006, ESN has served as a trusted panel member for WA Government HR, Investigation, and Training Services. Carla's training programs are known for being practical, engaging, and results-driven—rooted in best-practice adult learning methodologies and informed by her background in neurolinguistic programming.

Beyond her consulting work, Carla has contributed her expertise voluntarily as Director and Deputy Chair of Stirling Skills Training Inc., and through committee roles with Crisis Intervention Management Australasia and Professional Speakers Australia.

Publications Continued

- Fotev, C. (2022) ChemRad Mind Games. Resiliency enhancing strategies for brave cancer warriors going through chemotherapy, radiotherapy, and other cancer treatments or trials. Bayside Books, Perth, Australia. www.crmindgames.com.au