Occupational health and safety

Psychosocial Risks

One day to understand psychosocial risks and treat them like other occupational risks: identify them, assess them and act on their causes in the organisation of work. Intended for managers, HR, line managers and HSE officers, the course draws on anonymised situations from your company and concludes with a first list of prevention actions.

Duration : 1 day

Objectives

1. Define psychosocial risks: chronic stress, burnout, internal and external violence, harassment
2. Identify the organisational risk factors: workload and work intensity, autonomy, relationships, value conflicts, job insecurity
3. Spot individual and collective warning signs, and the indicators already available in the company
4. Include psychosocial risks in the risk assessment and the prevention plan
5. Adopt the right approach with an employee in difficulty or when a concern is reported

Programme

Day 1 — morning

• Psychosocial risks: what are we talking about? acute and chronic stress, burnout, violence, moral and sexual harassment

• Effects on health, on work and on the company: absenteeism, resignations, accidents, quality

• The main families of risk factors and their link with work organisation

• Employer responsibilities in occupational health; role of the occupational physician and the health and safety committee

Day 1 — afternoon (workshop)

• Indicators and signals: absences, departures, conflicts, complaints, feedback from interviews

• Assessment methods: interviews, discussion groups, questionnaire; conditions of confidentiality

• Primary, secondary and tertiary prevention: acting on causes before managing effects

• Workshop: analysis of a work situation in your company and first actions

• The manager’s role: listen, refer, not diagnose; knowledge test

Teaching methods

• Structured inputs based on real, anonymised work situations

• Case study on a unit of your company: factors, signals, actions

• Role plays of an interview between a manager and a colleague in difficulty

• Sub-group work mixing HR, supervisors and HSE

• Final quiz on the key notions

Assessment and documents

Knowledge test at the end of the day, plus a day+1 learner feedback survey. Each participant receives a numbered training certificate, verifiable online; the company receives the training report with the action ideas arising from the workshop.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

Psychosocial risks are dealt with in the same approach as other risks: the course “Occupational Risk Assessment” provides the rating method and action planning. To organise follow-up with staff representatives, see “Health and Safety Committee”.

Practical information

Duration	1 day
Audience	Management, human resources, managers and front-line supervisors, HSE managers, health and safety committee members
Prerequisites	No prerequisites
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Does the course deal with individual cases?

No. It teaches people to recognise risk situations and to refer individuals to the right contacts: occupational physician, HR, supervisors. Cases mentioned in the session are anonymised and confidentiality is set out from the outset.

Who should attend?

Management, HR, managers and HSE coordinators. Psychosocial risks depend largely on work organisation: without the people who decide it, actions are limited to the individual management of stress.

Do we need to run a questionnaire before the course?

It is not necessary. The course presents assessment methods and the conditions for their success; it then helps you choose the one that suits your company, with a realistic timetable.

How can this course be funded?

Depending on your situation, it can be included in your training plan under OFPPT special training contracts (CSF). We prepare the file with you.