

# HR PRO DIPLOMA QUALIFICATION

## MODULE 1

# ORGANISATIONAL PSYCHOSOCIAL RISK MANAGEMENT CONSULTANCY (BSI PAS 1010)

### WORKING FOR WELLBEING PROVIDE:

Training programs and resources focused upon the requirements of employers, employees and their insurers to manage psychosocial risk within the workplace.

All training is provided using the Working For Wellbeing IQ accredited training programs.

Post course resources are available via the delegates WFW administration dashboard.

We provide a licensed process to assist companies to meet their Corporate and Social Responsibility goals (CSR)

### INDUSTRY QUALIFICATIONS (IQ) PROVIDE

IQ is an Ofqual (Office of Qualifications and Examinations Regulation) regulated and nationally recognised awarding organisation. The strict external quality assurance offered by IQ replicates the national QCF (Qualifications and Credit Framework)

The IQ qualification framework ranges from Level 1 – 8, with each level representing the educational range of difficulty.



### / COURSE DESCRIPTION

This is a certified practitioner course providing 13 credits, which builds towards a master practitioner diploma qualification. This course provides the knowledge and expertise required to, design, deliver, and effectively run psychosocial risk management programmes, at primary level.

Candidates need to demonstrate their ability in oral, written, graphic, and non-verbal forms to successfully gain this accreditation. Graduation will be awarded as either Pass, Merit or Distinction

The programme aims to provide a recognised qualification relating to the following professions:

- Psychosocial Risk Management Trainers
- Training Organisations
- Human Resource and Occupations Health Workers
- Behavioural Therapists
- Health & Safety Officers.

It is expected that candidates would be committed to the positive holistic health approach associated with recognised good psychosocial risk management techniques.

Previous accreditation in the core knowledge of stress; equal to the minimum requirement of content required for entry into the Working For Wellbeing training programs is mandatory.

Successful practitioners wishing to work as consultant practitioners in the subject of Organisational Psychosocial Risk Management can be included within the evidentially auditable functionality of the WFW administration system, this solution helps to provide legal clarity as potentially required by organisations and their insurers.

The content of this training program is based upon best practice as is outlined within ISO 31000 and the British Standards Institute documents PAS 1010 and 150.

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ORGANISATIONAL PSYCHOSOCIAL RISK  
MANAGEMENT CONSULTANCY (BSI PAS 1010)COURSE STRUCTURE  
RELATED COURSES:**Core Knowledge**

Provides the basic knowledge required primarily for entry onto any of the three Working For Wellbeing modules that collectively lead to a Master Practitioner Level 7 Diploma in Psychosocial Risk Management.  
*2 Day training program*

**Module 1****Organisational Psychosocial Risk Management Consultancy (based on BSI PAS 1010/150)**

*3 Day training program providing 13 credits*

**Module 2****Psychosocial Risk Management (Enhancing Wellbeing, Performance & productivity)**

*3 Day training program providing 13 credits*

**Module 3****Code of Practice for Psychosocial Risk Management Practitioners**

*3 Day training program providing 13 credits*



## / TRAINING CONTENT

- ISO31000 and BSI PAS 1010 and organisational workplace best practice
- The Essenaar study
- The Dame Carol Black report
- The Working for Wellbeing model of transparency
- Psychosocial Risk Management best practice
- Employers responsibilities and laws
- Evidence based and non-evidence based actions
- Concepts of Psychosocial Risk Management (PRM)
- The need for transparency in delivering PRM solutions based on PAS 1010.
- Relevant laws relating to stress, bullying and harassment
- The various UK and EU initiatives, guidelines
- A variety of judgements relating to stress claims
- Other common and case laws that may have an influence
- Due Diligence in relation to PRM
- The difference between pressure and stress
- Early Indicators of the onslaught of stress
- Short and long term consequences on health
- The financial and human cost to organisations
- The value of evidence based action plans
- How to use risk assessment tools
- Action plans
- Assessing and applying results from a risk assessment
- PRM Policy writing
- The influences that an organisations human resources policies, have on the development of a PRM policy
- Auditable, and cyclical action plans
- The pressure points and risk factors
- Key Performance Indicators
- Roles and responsibilities of all stakeho