

HR PRO DIPLOMA QUALIFICATION

MODULE 2

PSYCHOSOCIAL RISK MANAGEMENT (ENHANCING WELLBEING, PERFORMANCE AND PRODUCTIVITY)

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

Module 2 “Psychosocial Risk Management (Enhancing Wellbeing and Performance)” course, based on the British Standards Institute PAS 1010, the Working for Wellbeing Code of Practice and HSE Management Standards and Competencies, has been developed by Working for Wellbeing Ltd, and certified by The Industry Qualifications Organisation (IQ) as a Level 7 accredited master course in psychosocial risk management (PRM).

Successful practitioners have the knowledge to provide PRM interventions to individuals or to groups as defined within the guidelines mentioned above.

This practitioner course focuses on Psychosocial Risk Management (Enhancing Wellbeing and Performance) as a basis for organisational workplace best practice and a process to design and deliver courses focused on how a practitioner should help organisations devise, design, and implement cultural change for enhancing wellbeing in the workplace that is compliant with the organisations psychosocial risk management policy.

At the end of this course successful practitioners are able to:

- Introduce the concept of the relationship between wellbeing and the culture of an organisation and how this can have a positive impact upon organisation productivity and employee wellbeing.
- Explain organisational risk reduction and interventions for stress, bullying and harassment. Learn the basic skills required to implement wellbeing training and seminars, bullying and harassment awareness and cultural change procedures.
- Explore the appropriate legal basis and professional definitions of stress, bullying and harassment.

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.

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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 (BSI PAS 1010)**

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

- The Working for Wellbeing model of transparency
- HSE Management standards and competencies
- BSI PAS1010 & the Working for Wellbeing Code of Practice guidelines
- Signs and symptoms that identify the pressures that lead to psychosocial risk, and identify the early indicators of stress
- The short and long term consequences on health
- The financial cost or poor PRM to an organisation
- The human costs of poor PRM to an organisation
- The value of evidence based action plans when developing a PRM strategy
- Methodologies to effect cultural change within the workplace
- The value of a cyclical auditable approach to PRM
- Methodologies to effect cultural change within the workplace based on evidence gathered by a risk assessment
- The benefits of pro-active management
- The negative effects of re-active management.
- Financial model
- Performance indicators
- The laws and guidelines around bullying – harassment and mobbing
- Procedures to reduce bullying, harassment and mobbing
- Policies to deter negative behaviours
- Good communication and transfer of knowledge routes