



HR PRO DIPLOMA QUALIFICATION

MODULE 3

CODE OF PRACTICE FOR PSYCHOSOCIAL RISK MANAGEMENT PRACTITIONERS



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 3 “Code of Practice for Psychosocial Risk Management Practitioners” 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 candidates are competent to provide PRM interventions to individuals or to groups as defined within the Working for Wellbeing code of practice.

This practitioner course focuses on the responsibilities of the stakeholders involved in providing a safe and transparent return to work process.

People involved in developing an organisational psychosocial risk management policy, ensure that the quality of knowledge and quality of services, provided are ‘fit for purpose’; making use of the Standards of Good Management Practice for a range of work related psychosocial risk management services.

These standards cover issues connected to the roles and responsibilities of the organisation, the service provider and the service user. For maximum effect it should be used in conjunction with the guidelines contained in BSI PAS1010 and the HSE Management Standards and Competencies.

At the end of this course successful delegates are able to demonstrate they have a complete knowledge of the Working for Wellbeing code of practice. By adhering to this code organisations have knowledge of what to look for in a service provider and how to ensure that the provider has the correct qualifications and experience to provide a competent service for the area of expertise required.

The service provider has a well defined structure to follow setting out an action plan for their services. The service users also have strict guidelines and responsibilities to observe.

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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CODE OF PRACTICE FOR PSYCHOSOCIAL RISK
MANAGEMENT PRACTITIONERSCOURSE 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

- Working for Wellbeing a Code of Practice for practitioners
- The Working for Wellbeing model of transparency
- Psychosocial Risk Management best practice
- Employers responsibilities under present guidelines and laws
- Evidence based actions and non-evidence based
- Concepts of Psychosocial Risk Management (PRM)
- Delivering the Code of Practice via the WFW admin solution
- Defining a service capable of meeting corporate requirements
- Relevant legal requirements e.g. Data Protection Act
- Record keeping
- A formalised method for the acceptance/decline of a referral
- Exit strategies that provides agreement and culpability within an intervention
- Conditions that require built in redundancy e.g holidays, or a stakeholder no longer involved.
- Which stakeholders should be involved in a PRM intervention
- The responsibilities of the co-ordinator
- Responsibilities of the service provider as a
 - Consultant/assessor
 - Training provider
 - Therapist
 - Project manager
- Action plans; to demonstrate how to improve an organisations wellbeing/ performance and improve it's 'due diligence'
- Defining Responsibilities and roles of all stakeholders involved in the intervention
- Building an Action group of stakeholders
- How to build in redundancy for key people within the process
- Practical knowledge on construction of wellbeing courses
- Early introduction to using a Heart Rhythm Scanner as an assessment tool for individuals at risk of stress