

Psycho-social risks: primary prevention and secondary prevention

GENERAL AIM OF THE TRAINING

Knowing how to define psychosocial risks
Understanding and identifying situations which cause psychosocial risks (PSR)
Creating and implementing an action plan to fight against PSR within your structure
Knowing how to ensure the wellbeing of your employees by implementing a QVT approach

PROGRAMME

PSR: what is it about ?

- Definitions: internal violences / external violences / stress
- Legal framework: the employer's obligations
- Citizenship and benevolence: your rights and your duties / preventions

Situations and key factors

- Most recognised key factors: organisation of work and expected level of requirement / professional relationships and quality of management / consideration of the employee on an individual basis / Structural changes within the company
- Grid of key factors and indicators to define: INRS grid: presentation and explanation

The RPS audit: the main steps

- Personalised analysis of your structure
- Prevention plan
- Recommendations for updating the Single Occupational Risk Assessment Document (DUERP)

Quality of work life approach

- Information gathering: construction of a social climate barometer, animation of retrospective tools (speed boat, start stop starfish, 5P)
- Definition of the action plan: drafting specifications, data analysis, resource analysis, recommendations, action plan proposal, validation of the action plan, projection and organisation of the action plan

TARGET AUDIENCE

All.

PREREQUISITE

No degree or certificate required.

MODALITES

Inter-company training:

Organisation: 4 to 8 participants.
Modality: online training.
Language: French.
Duration: 14 hours (2 days)
Dates: contact us.
Fees: €1,200 VAT not incl. per person
Accessibility: online training, accessible to people with disabilities.
Access time after registration: 1 month.
Educational means: Alternative theoretical and practical means with case studies and analysis tools.
Assessment: tests and quizzes throughout the training

Intra-company training:

Organisation: private or group course.
Modality: online training or on site of your company.
Language: French.
Duration: 14 hours (2 days)
Fees: contact us for a quote.
Accessibility: online training or on site in your company.
Accessible to people with disabilities. Please let us know.
Access time after registration: 1 month.
Educational means: Alternative theoretical and practical means with case studies and analysis tools.
Assessment: tests and quizzes throughout the training