Psychosocial Risk Assessment E-learning

"...everything in psychosocial evolution which can properly be called advance, or progress, or improvement, is due directionally to the increase or improvement of knowledge"

JULIAN HUXLEY

Creating a psychosocially safe work environment can be challenging and take some time. Our Psychosocial Risk Assessment course will prepare and equip you with the frameworks and key actions required to achieve this outcome.

In the course you will learn how to identify psychosocial hazards, assess and prioritise risks, implement control measures and ensure those control measures are effective. By the end of the course, you will be able to perform a psychosocial risk assessment and will help those who support the risk assessment process.

Health and safety professionals, Human Resources professionals, Health and safety representatives and committee members, Leadership professionals

1 hour e-Learn course

We also deliver face-to-face programs on this topic that extend or complement this eLearning module

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Psychosocial Risk Assessment E-learning

LEARNING OBJECTIVES

- Understand the importance and the reason why psychosocial risk assessments are needed

- Learn how to approach managing psychosocial risk in the workplace

- Apply the risk assessment process -

  - Identify hazards – understand the types of psychosocial hazards and how to identify them

  - Assess risks – consider existing control measures, assess the severity, likelihood and prioritise risk

  - Control risks – learn how to identify potential controls measures

  - Review control measures – know how to implement and increase effectiveness of control measures

- Learn to apply the risk assessment process through an organisational and individual case study

KEY BENEFITS

- Assist in creating a psychosocially safe workplace – 89% of employees found that creating a psychological safe workplace was essential (PEW Research Center, 2018)

- Increase performance of teams – "there are five key dynamics to set successful teams apart... psychological safety was far and away the most important" (Julia Rozovsky, people analytics manager at Google)

- Enhance employee engagement - it's easier for team members to feel safe at work when they are engaged - this could be in a team meeting, solving problems, collaborating on projects, and engaging with their customers and peers

- Foster an inclusive workplace culture – psychosocially safe workspaces welcome diverse teams and allow all team members to flourish regardless of gender, colour, race, background, or political preferences. The result is a rich give-and-take experience where everyone feels connected and has a unified purpose

- Improve employee well-being – identifying and controlling psychosocial hazards can improve mental health outcomes and highly contribute to overall well-being. When employees are mentally healthy, it's easier for them to perform at an optimal level and avoid stressors that keep them from doing their best

- Compliance to current and proposed legislative requirements

FIND OUT MORE

1300 687 633   training@convergeintl.com.au   convergeinternational.com.au

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