

# Professional Practice in Psychological Health & Safety *12-Week Program*

Build your knowledge and skills for psychosocial risk management.

The Professional Practice in Psychological Health and Safety (PPPH&S) program has been developed specifically to improve the competence of people and safety professionals applying psychosocial risk management within organisations.

The program is internationally relevant, aligning to ISO 45003:2021, while also ensuring legislative compliance in countries with a positive duty such as Australia and

the UK. The content in this 12-week program is highly practical, with a requirement for participants to apply what they have learnt in the month between the four two-hour live interactive sessions with subject matter experts from FlourishDx.

Online delivery means that learners can join in from anywhere in the world, with a time zone aligned to Australian and North American audiences. For those that can't make it to one or more of the live sessions, each session is recorded and shared the day after delivery.

## Target Audience

The PPPH&S program is designed specifically for internal people and safety professionals with responsibility for:

- Occupational Health
- Health and Safety
- People and Culture
- Human Resources
- Mental Health and Wellbeing



## Previous Feedback

Thousands of professionals have benefited from psychological health and safety training from the FlourishDx Academy. The ISO 45003 Foundations course has a 5-star average rating. Feedback has included the below:



*"Outstanding"*

"Very comprehensive course. Having read through the standard several times, this course still pulls out valuable information..."



*"Great Course!"*

"I sat in this course and thoroughly enjoyed the pace, content and references. Would definitely refer this on, well done!"



*"Easy to follow and tests knowledge appropriately"*

"Instructor was easy to follow, well schooled and provided great examples to enable comprehension."



*"Essentials Covered"*

"A fabulously uncomplicated and uncluttered course, professionally and concisely delivered....well worth doing."

# Participant Experience

3 July – 25 September 2024



4 x 2 hour live and interactive Zoom lectures	3 x 90 min Community of Practice sessions (voluntary)	Practical psychosocial risk management exercises	Access to FlourishDx tools for practical exercises	Bonus video content
4 quizzes to test learning	4 reflection exercises	CPD accredited training certificate on satisfactory completion	Email support from FlourishDx experts	6-month online access to all lectures and content

\*Live sessions are on Wednesdays at midday AEST/AEDT.

## Module Overviews and Practice

### Introduction

Learn the history and key concepts behind psychological health and safety (PH&S). You'll be introduced to how PH&S differs from other approaches to workplace mental health, how it fits within a best practice approach and key standards and legislation that provide guidance on how to prevent psychological harm and promote employee mental wellbeing.

**Practice** – Perform a gap analysis of your current mental health at work strategy and identify key metrics.

### Risk Control and Monitoring

Learn how mental health risks have traditionally been managed at work and how this differs to psychosocial risk management. Discover how the hierarchy of controls can be adapted to be more suited to psychosocial hazards, with a particular focus on work-redesign. Learn how to monitor hazards and control effectiveness over time.

**Practice** – Consult further with workers to develop appropriate interventions and monitoring.

### Psychosocial Risk Assessment

Discover the history of psychosocial risk assessment, from early attempts to define the experience of work, to the latest applications of technology and human factors to identify hazards and assess risk at scale. Become familiar with the methods and tool available to conduct a quantitative and qualitative risk assessment and how to choose the correct approach for different applications.

**Practice** – Conduct a quantitative and qualitative psychosocial risk assessment with a small team.

### Scaling, Communicating and Assurance

In the final lecture, bring together your learning and practical experience over the 12-weeks to discover how to scale your approach in a large and complex organisation and embed into business as usual. Learn how to effectively communicate with company leaders and demonstrate safety assurance on psychosocial risk management.

**Practice** – Reflect on your learning and consider what steps to take to scale your impact.

## Your Instructors



### Lead Instructor: Jason van Schie

Jason is a Master's degree accredited Psychologist with a primary focus on human factors. He is the founder of FlourishDx and regularly advocates for better practice via the 'Psych Health and Safety podcast' where he co-hosts with other experts.



### Support Instructor: Dr Alicia Papas

Alicia is a registered Clinical Psychologist, with a Doctorate in the field. She has in-depth knowledge of workplace mental health from her work in academia and as a consultant (internal and external).



### Support Instructor: Joelle Mitchell

Joelle is a registered Organisational Psychologist and ISO 45001 lead auditor. She has a wealth of experience in consultancy and at a regulator as a human factors expert.



### Support Instructor: Heather Ikin

Heather is a registered Organisational Psychologist. She chaired the peak body in Australia for Organisational Psychologists for several years and contributed to national best practice approaches.



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