



Professional Practice in Psychological Health & Safety

Build your knowledge and skills for psychosocial risk management.

The Professional Practice in Psychological Health & 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
- ✓ Human Resources
- ✓ Health and Safety
- ✓ Mental Health and Wellbeing
- ✓ People and Culture

Previous Feedback

Thousands of professionals have benefited from psychological health and safety training from the FlourishDx Academy. This is what participants have had to say about this program:



"Great Course"

"A great course. Certainly met my expectations and more. Great to hear from others and their experiences"



"Incredibly Practical"

"The course was incredibly practical, the reasonable pace and copious amount of additional resources was really unexpected."



"Highly Valuable"

"The sharing of knowledge in CoP sessions was highly valuable, which I had not anticipated coming into this course."



"Excellent"

"This was excellent, and I have already recommended it to others. Thank you!"

Participant Experience

12 Week Program

- ✓ 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

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

- ✓ Bonus video content
- ✓ 4 quizzes to test learning
- ✓ CPD accredited training certificate on completion
- ✓ 6-month online access to all lectures and content
- ✓ 4 reflection exercises
- ✓ Email support from FlourishDx experts

Module Overviews & 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 tools 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 co-hosts 'Psych Health and Safety' podcast 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.

[Find out more and register here](#)