



Mental Health and Psychosocial Risk Management

Course Outline

COURTENELL PTY LTD.

ABN 30 050 109 281
ACN 050 109 281
Mail P O Box 248, Broadway, NSW 2007
Address 147 St Johns Road, Glebe, NSW 2037
Email train@courtenell.com.au
Web www.courtenell.com.au
Phone 02 9552 2066

AIMS

Psychosocial hazards represent potential sources of harm within the workplace. They can manifest in diverse ways, involving aspects such as organisational structure, supervision practices, and the provided work environment and equipment. The management of psychosocial risks involves the identification of these hazards and the implementation of measures to reduce the extent of psychological harm experienced.

The existence of psychosocial hazards is not a recent phenomenon; they are observable in nearly every workplace, ranging from unreasonable workloads and micromanagement to a lack of opportunities for career development. However, with the increasing focus on mental health, employee well-being, and workplace culture in the Media, organisations are now under greater pressure to address these hazards.

Regrettably, studies indicate that numerous organisations attempt to treat the symptoms without tackling the underlying causes.

To address this concern, Courtenell's **Mental Health and Psychosocial Risk Management Course** has been designed to provide business leaders, managers, and supervisors with knowledge and tools to manage Psychosocial Hazards and Risks at workplace. The course will cover the legal obligations of employers and employees under the WHS Legislation, PCBU rights as employers, as well as risk management strategies, prevention and control strategies, and support measures for employees affected by psychosocial hazards.

LEARNING OUTCOMES

On completion of this training, participants should be able to:

- Define psychosocial hazards and explain their impact on the physical and mental health of employees!
- Identify common psychosocial hazards in the workplace.
- Explain their legal obligations with regards to psychosocial hazards and mental health
- Describe how they can apply the risk management process to identify, assess, and control psychosocial hazards in the workplace.
- Give examples of how they may be able to assist in the implementation of prevention & control strategies to eliminate or minimize psychosocial hazards / risks.
- Describe how they may provide support for employees affected by psychosocial hazards.

BUSINESS BENEFITS:

- **Enhanced Employee Productivity:** A mentally healthy workplace leads to increased focus, creativity, and productivity among employees. Creating a psychologically safe environment fosters a positive workplace culture, leading to increased morale, teamwork, and employee satisfaction.
- **Reduced Absenteeism and Turnover:** Addressing psychosocial hazards can result in lower absenteeism and employee turnover, reducing recruitment and training costs.
- **Improved Organisational Reputation:** Demonstrating a commitment to employee well-being enhances the organisation's reputation, attracting top talent and fostering positive relationships with stakeholders.
- **Compliance and Risk Mitigation:** Adherence to legal requirements and effective management of psychosocial hazards mitigate legal risks and enhance the organisation's compliance standing.
- **Reaffirmation of Employer Rights:** Clarification of what is, and what is not "reasonable management", whilst managing performance and behaviours.



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PARTICIPANT BENEFITS

- **Increased Knowledge and Skills:** Participants gain a deeper understanding of psychosocial hazards and develop practical skills to address them effectively.
- **Professional Development:** Completion of this course enhances participants' professional profiles, demonstrating a commitment to workplace well-being.
- **Improved Communication Skills:** Participants acquire communication skills that enable them to address psychosocial issues openly and constructively.
- **Confidence in Risk Assessment:** Participants become adept at conducting psychosocial risk assessments, identifying potential hazards, and implementing preventive measures.
- **Contribution to a Healthier Workplace:** Participants having completed this course could play a vital role in creating and maintaining a mentally healthy work environment, positively impacting the well-being of their colleagues.

MODE OF DELIVERY

- Public Face to Face
- On-site workplace based.
- Virtual – Instructor led. This delivery method is available but not recommended. This course involves hands-on practical activities, interactive discussions, group activities, and can dive into sensitive topics which may encounter challenges in maintaining a secure and supportive virtual learning environment.

DURATION

1 Day

TIME

Courtenell's on-site courses normally run between 9.00am – 4.30pm but can be delivered according to the clients' preferences. Courtenell is flexible in providing on-site training during afternoon and night shifts, as well as on weekends (additional fees may apply).

TRAINER

All of our trainers are experienced consultants with qualifications and extensive experience across diverse industry sectors. Possessing Training and Education qualifications, our trainers are adept at tailoring their approach to meet the specific needs of the audience.

TRAINING EVALUATION AND CERTIFICATE

Through group and general discussions, case studies, and a short quiz, participants will engage in activities to reinforce their knowledge and to further improve their awareness on **Mental Health and Psychosocial Hazards and Risks**, become part of the solution and help keep everyone well-informed on the risks, symptoms, detection, and prevention. Participants will receive a Certificate of Attendance on successful completion of this course.