

## **Managing Psychological Health and Safety at Workplace**

Psychological health affects work performance. Do you know how to handle it?  
Do you have the fundamental skills and knowledge on handling psychological health?

### **Introduction**

Exposure to work-related psychosocial hazards is escalating in today's 24-hour society, which is increasingly dominated by knowledge work. This training focused on psychosocial hazards and provides an overview of key concepts related to psychosocial hazards and risk assessment. The psychosocial hazards and work stressors that increase the risk of injury/illness consisting time pressure; cognitive demands; emotional demands; hours of work; poorly defined work roles; conflict; poorly managed change; violence and aggression; lack of job control; lack of supervisor and/or co-worker support; organisational injustice; and inadequate reward and recognition. The risk assessment process for psychosocial hazards is outlined and implications for Occupational Health and Safety (OHS) practice are discussed.

Psychosocial hazards pose a unique challenge to OHS professionals. This challenge is fuelled by the complexity of research findings, high media interest, the limitations of regulations, unique skills required by professionals working in this area, industry perceptions of the issue, and the often cumulative nature of injury or illness outcomes that are not proximal to one particular workplace event. Despite this, these hazards can and should be managed in the same manner as any other OHS hazard. One of the defining characteristics of psychosocial hazards is their interface with the very core of work, including how work is designed and operationalized through management and human resource practices. This means the reach of the hazard can be long with tentacle-like influence on many aspects of the workplace through the nature of work demands, the behaviours of individual workers and managers, and organisational policies.

## **Program Objectives**

This training aims to:

- Understand their roles & responsibilities regards to OSHA 1994
- Understand the ISO 45003-Occupational health and safety management- Psychological health and safety at work
- Understand how Managing Psychosocial Risks using Guidelines
- Understand how to use Management Standards Tools
- Understand Mental Health Issues related with Workplace Stress
- Understand the Psychosocial Risk Factors in the Workplace
- Understand how to Recognizing Psychological Health and Safety Hazards
- Job Burnout, Dealing with Stress in the Workplace, Addressing Conflicts
- Understand How to Address and Support, Having Courageous Conversations, Active Listening

## **Learning Outcomes**

At the end of this training, participants should be able to:

- Understand how to Return to Work
- Understand Violence in the Workplace
- Understand the Warning Signs. Negative Interactions, Domestic Violence, Working Late
- Understand the Bullying in the Workplace, Internet Harassment or Cyberbullying
- Understand the Substance Use in the Workplace, Alcohol and Drugs
- Understand how Musculoskeletal Disorders related with Psychosocial Factors
- Understand Fatigue, Exercises for a Healthy Back, Walking - Still Our Best Medicine and Fit to Work
- Understand on Workplace Health and Well-being

- Understand on how Flexible Work Arrangements, Healthy Eating at Work, Active Living At Work
- Understand on Work/Life Balance, Rotational Shiftwork& Sexual Harassment

### Who should attend?

Factory/production managers, Factory/production Engineer, HSE managers & officers, Supervisory personnel, Safety & Health committee members

### Methodology

Case studies, forum discussion, role-play, presentations, gamification

### Program Outline

Time	Day 1
9.00am-12.30pm	<ul style="list-style-type: none"> <li>• Introduction to course content</li> <li>• Occupational Safety &amp; Health 1994 requirements related with Psychological health and safety</li> <li>• Mental Health - Introduction -Workplace Stress – General</li> <li>• Mental Health - Psychosocial Risk Factors in the Workplace</li> <li>• Mental Health - Recognizing Psychological Health and Safety Hazards</li> <li>• How to identify psychosocial hazards</li> <li>• How to assess risks &amp; How to control risks</li> <li>• How to review your control measures</li> <li>• Mental Health - Job Burnout</li> <li>• Mental Health - Dealing with Stress in the Workplace</li> <li>• Mental Health - Addressing Conflicts</li> <li>• Mental Health - How to Address and Support</li> <li>• Mental Health - Having Courageous Conversations</li> <li>• Mental Health - Active Listening</li> <li>• Mental Health - Return to Work</li> </ul>
12.30pm-1.30pm	<b>Lunch</b>
1.30pm-5.00pm	<ul style="list-style-type: none"> <li>• Violence in the Workplace - Warning Signs</li> </ul>

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	<ul style="list-style-type: none"> <li>● Violence in the Workplace - Negative Interactions</li> <li>● Violence in the Workplace - Domestic Violence</li> <li>● Violence in the Workplace - Parking Lot Safety</li> <li>● Violence in the Workplace - Working Late</li> <li>● Working Alone</li> <li>● Bullying in the Workplace</li> <li>● Internet Harassment or Cyberbullying</li> <li>● Sexual Harassment</li> </ul>
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Time	Day 2
9.00am-12.30pm	<ul style="list-style-type: none"> <li>● Introduction to Day 2 course content</li> <li>● Musculoskeletal Disorders - Psychosocial Factors</li> <li>● Fatigue and Exercises for a Healthy Back</li> <li>● Walking - Still Our Best Medicine</li> <li>● Fit to Work</li> <li>● Workplace Health and Well-being - Comprehensive Workplace Health and Safety Program</li> <li>● Workplace Health and Well-being - Sample Workplace Health and Well-being Program Elements</li> <li>● Workplace Health and Well-being - Sample Workplace Health and Well-being Survey</li> <li>● Workplace Health and Well-being Promotion - Getting Started</li> <li>● Flexible Work Arrangements</li> <li>● Healthy Eating at Work</li> <li>● Active Living At Work</li> <li>● Work/Life Balance</li> <li>● Rotational Shift Work</li> <li>● Substance Use in the Workplace, Alcohol and Drugs</li> </ul>
12.30pm-1.30pm	<b>Lunch</b>
1.30pm-5.00pm	<ul style="list-style-type: none"> <li>● ISO 45003 Occupational health and safety management -- Psychological health and safety at work : managing psychosocial risks – Guidelines</li> <li>● Managing Psychosocial Risks — Guidelines</li> <li>● Management Standards Tools</li> <li>● Case Studies</li> <li>● Wrap-up and Conclusion</li> </ul>

