

Do you want happy, healthy, and productive employees? Do you want to learn how you can manage psychosocial risks in your company? This is the course for you!

Did you know that up to 50% of workers in the EU report to suffer from work-related stress? And about 80% of managers are concerned about psychosocial risks in their organisation. Moreover, it is actually mandated by European law for employers to ensure the safety and health of their employees. However, only 30% of organisations have procedures in place to deal with psychosocial risks.

In PsyHealth WorXs! you will learn how to conduct a psychosocial risk assessment, so you can help change these numbers! We will guide you through the 7 steps of psychosocial risk assessment, present you the latest research findings, share insights and tips from practitioners, and skills to adapt the lessons learned to your specific context. Join us in making the workplace a more productive, healthier, and better place!

PsyHealth WorXs! is a project funded by EIT Health and carried out by the RWTH Aachen University in cooperation with the Universities of Maastricht and Lisbon. The aim of PsyHealth worXs! is the development of a digital learning application for occupational and company physicians, occupational safety specialists and other stakeholders in the field of safety and health including managers and employee representatives.

#### **What the users will learn:**

- What is work-related stress?
- Why is psychosocial risk assessment needed?
- Scientific foundations and legal obligations
- Obstacles to psychosocial risk assessment
- Step-by-step guidance through the process cycle
- Insights from practitioners

#### **When and how?**

The course will start at November 2<sup>nd</sup>, 2022 and over a period of 6 weeks will use practical and application-oriented examples to teach the process of risk assessment of mental stress. The MOOC will be made available at edX in English with subtitles in different languages. No specific requirements are necessary.

# SCHEDULE OF PSYHEALTH WORXS!

To get yourself acquainted with the structure and the content of this course, we encourage you to look at the scheme, we illustrated in the following.

In between the topic sections you will be asked to take short quizzes and in the end of each week you will be able to participate in a discussion forum to exchange knowledge or questions with other participants.

## Week 1: Introduction to psychosocial risk assessment

### What is a psychosocial risk?

You may wonder what is a psychosocial risk? In the beginning of our course we want to explain this to you by showing latest research findings and by giving detailed information on the EU guidelines which are the legal basis for psychosocial risk assessment. Furthermore, we will give examples of psychosocial work characteristics in different branches.

### What is a psychosocial risk assessment?

Who needs to be involved? What is the difference between stress and strain? How do you categorise a psychosocial risk assessment? By defining the most important terms in this context and giving examples we will answer these questions.

## Week 2: How to conduct a psychosocial risk assessment

### The psychosocial risk assessment cycle

We will introduce the process of a psychosocial risk assessment by illustrating the complete cycle of this process. Therefore, we will also be hearing occupational safety and health experts, who will share their experience on how to overcome obstacles while conducting a psychosocial risk assessment. With this knowledge we can start the preparation of the process.

### Specification of activities and work areas

Obstacles may differ depending on the role you have, on responsibilities, communication and what kind of organisation you are working at. After a specification we will encourage you to use our experts' best practice strategies in assessing work activities in your organisation.



## Week 3: Risk management

### Assessment of psychosocial working conditions

You will learn about different options to have on hand for assessing psychosocial work characteristics. To help you choose from the different options we will evaluate the tools and talk to occupational health and safety experts about their experience. In the end you will be able to pick the best method for you and to interpret the results.

### Evaluation of work characteristics as risks

After conducting a psychosocial risk assessment, it is important to interpret the results. In this chapter you will learn how to decide whether there seem to be risks that require action.

## Week 4: Interventions

### Planning and implementing interventions

We will give you all the information you need to have to design, prepare and implement interventions. Furthermore, we will give you specific examples in different branches like office, hospital and production. After giving you this insight, we will talk about success factors for your intervention in your company.

## Week 5: Evaluation of the effectiveness

### Evaluation

Why do we need to evaluate the intervention? How do we do that? What are the advantages and disadvantages of the different methods? These questions will be answered in week five. Therefore, you will be able to pick the right method for your evaluation and will be able to apply it. To translate theory into practice our occupational safety and health experts will tell you about best practice strategies in intervention evaluations.

## Week 6: Documentation and continuation

### Documentation

In the final week of our course you will learn how to document a psychosocial risk assessment. We will give you a checklist of which information you should record during and after the assessment.



### Continue and update the process

The final step of psychosocial risk assessment tells you what to do with the documented information and why to continue the process.

## Full cycle of psychosocial risk assessment

