

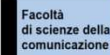


The University of
Nottingham

The PRIMAeT European Platform for Psychosocial Risk Management: A virtual learning environment for enterprises

Dr Stavroula Leka CPsychol FRSPH
Associate Professor in Occupational Health Psychology
PRIMA-EF Manager

Institute of Work, Health & Organisations



World Health
Organization

PRIMAEt

- PRIMAEt aims to promote awareness raising and the development of expertise in one of the key areas in health and safety in modern working life: psychosocial risk management
- Builds on research conducted through PRIMA-EF (Psychosocial Risk Management – European Framework)



Education and Culture DG

Lifelong Learning Programme



PRIMA-EF

- PRIMA-EF identifies common features in best practice in this area in terms of principles, process, stages, measurement and outcomes
- It is intended to accommodate all best practice existing psychosocial risk management approaches across Europe and be used as a comprehensive, overarching framework for the harmonization of practice and methods
- Also meant to be used as a guidance tool for the development of further methods, both in Europe and internationally, and provide a benchmark for validation of existing and new methods



Education and Culture DG

Lifelong Learning Programme



PRIMAEt Aims

- Develop an online training package that will include information to: raise awareness on psychosocial risks and their management, and develop tools that can be used at organisational level to prevent and manage psychosocial risks
- Create awareness of the importance of participation and dialogue as essential parts of the psychosocial risk management process in the workplace
- Improve accessibility of training provision for psychosocial risk management for managers and employers, especially those in SMEs, employees and their representatives as well as OSH professionals



Lifelong Learning Programme



PRIMAEt Background

- Based on best practice as stipulated in key legislation and guidance on psychosocial risk management by the EC, ILO, WHO and HSE
- Will also support the implementation of Publicly Available Specification (PAS) 1010, the new first guidance standard on the management of psychosocial risks in the workplace that has been published by the British Standards Institution (BSI) and has been developed by the PRIMA-EF Consortium in collaboration with BSI, EU-OSHA, WHO, HSE, ETUC, EEF
- PAS1010 has been written so that it compliments all existing occupational health and safety management systems



Education and Culture DG

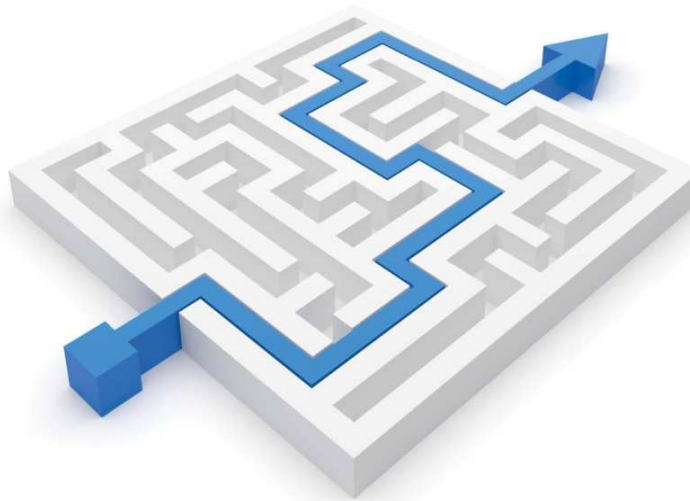
Lifelong Learning Programme



PAS1010

PAS 1010:2011

Guidance on the management of psychosocial risks in the workplace



Education and Culture DG

Lifelong Learning Programme

CIOP  PIB

 The Manufacturers' Organisation

 European Agency for Safety and Health at Work

 I-WHO Institute of Work Health & Organisation

 Finnish Institute of Occupational Health

 INCA AUL TIO

 The University of Nottingham

 BSI

PRIMA 

Needs Analysis and Training Review

- Review of training provided by various stakeholders across a number of professional European networks and 20 European countries
- Training provided by trade unions, employer organisations, national OSH institutes, labour inspectorates, professional associations and other relevant sources
- At European level, training courses cited or provided by EU-OSHA, ENETOSH, the ProMenPol project, BUSINESSEUROPE, ETUI, CEEP and UEAPME were reviewed
- Based on 3 main sources: 1) direct contacts with relevant institutions and organisations; 2) review of selected topics on the website/course catalogues of relevant organisations; 3) review of published information on training for organisations

Review outcome

- Covered 3 key aspects: the topic and content of training, the target audience, and the means of delivery
- At the country level, over 200 relevant courses were found
- Provision of training was not adequate, as even though some areas of training for the management of psychosocial risk management were offered in various countries (although significant differences were found between EU member states)
- Comprehensive training covering all areas of the psychosocial risk management process was not offered by any provider - existing training was found to cover only certain aspects of psychosocial risk management



Education and Culture DG

Lifelong Learning Programme



Content

- Modules on: psychosocial risks in the workplace, psychosocial risk management, work-related stress, workplace harassment, advice for managers, advice for employee representatives, advice for employees, advice for OSH professionals, country-specific information
- Podcasts by experts, WHO, ILO, IOE, TUC, ICOH
- Videos and case studies
- Links to other available materials by different organisations



Education and Culture DG

Lifelong Learning Programme



Pilot and final product

- European pilot with about 100 enterprises, stakeholders and professionals
- Following the pilot, the programme has been modified and finalised - will be made available in 5 different language versions
- From the end of October 2011, it will be available for all users free of charge
- Option of providing the course through a blended learning mode (combining e-learning and face-to-face training) with national providers will be explored in the future



Education and Culture DG

Lifelong Learning Programme





The University of
Nottingham

Thank you!

Stavroula.Leka@nottingham.ac.uk

www.nottingham.ac.uk/iwho

<http://prima-ef.org/primaet.aspx>

