



HEALTH SAFETY AND ENVIRONMENT | HSE-036

Psychosocial Risk Management at Work (ISO 45003)

Contact

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Course content

Why Attend

Psychosocial hazards such as excessive workload, poor job design, harassment, lack of support and organisational change can harm mental health and performance. Regulators increasingly expect employers to manage these risks like any other hazard.

This Aractech course explains psychosocial hazards, ISO 45003 guidance, risk assessment methods, controls, the role of leaders and managers, support for affected workers, monitoring and integration with occupational health and safety management systems. Participants design a psychosocial risk management process.

Course Methodology

- Interactive presentations
- Risk assessment workshop
- Case studies
- Survey analysis exercise
- Action planning

Course Objectives

- Identify psychosocial hazards at work
- Understand ISO 45003 and legal expectations
- Assess psychosocial risks
- Implement organisational controls
- Support managers and affected workers
- Monitor and improve psychosocial risk management

Course content

Target Audience

- HSE professionals
- HR managers
- Occupational health staff
- Managers and supervisors

Course outline

Detailed course outline

Day-by-day outline for Psychosocial Risk Management at Work (ISO 45003).

Day 1 - Psychosocial Hazards

- 09:00-09:39 | Definition and examples
- 09:39-10:18 | Impact on health and performance
- 10:18-10:57 | Legal expectations
- 10:57-11:00 | ISO 45003 overview
- 11:00-11:30 | Coffee break
- 11:30-12:05 | ISO 45003 overview (continued)
- 12:05-12:43 | Business case
- 12:43-14:00 | Exercise: Hazard identification

Day 2 - Risk Assessment

- 09:00-09:39 | Assessment methods
- 09:39-10:18 | Surveys and focus groups
- 10:18-10:57 | Data analysis
- 10:57-11:00 | Prioritisation
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Prioritisation (continued)
- 12:05-12:43 | Worker participation
- 12:43-14:00 | Workshop: Risk assessment

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Day 3 - Controls

- 09:00-10:07 | Job design
- 10:07-10:41 | Workload management
- 10:41-11:00 | Harassment prevention
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Harassment prevention (continued)
- 11:45-12:19 | Change management
- 12:19-12:53 | Support systems
- 12:53-14:00 | Exercise: Control planning

Day 4 - Leaders and Support

- 09:00-09:39 | Manager role
- 09:39-10:18 | Supportive conversations
- 10:18-10:57 | Return to work
- 10:57-11:00 | Employee assistance
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Employee assistance (continued)
- 12:05-12:43 | Training
- 12:43-14:00 | Case study: Burnout in a team

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Day 5 - Integration and Monitoring

- 09:00-09:45 | Integration with OHS systems
- 09:45-10:30 | Indicators
- 10:30-11:00 | Review
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Review (continued)
- 11:45-12:30 | Communication
- 12:30-13:15 | Improvement
- 13:15-14:00 | Capstone: Psychosocial risk plan

Seminar dates

Available seminar dates

Live dates and pricing for Psychosocial Risk Management at Work (ISO 45003) generated from the course details page.

Date	Location	Format	Fee
2 - 6 November 2026	London	Classroom	€2,315
21 - 25 December 2026	Istanbul	Classroom	€1,978
18 - 22 January 2027	Rome	Classroom	€3,460
15 - 19 February 2027	Kuala Lumpur	Classroom	€1,925
15 - 19 March 2027	Frankfurt	Classroom	€1,875
19 - 23 April 2027	Rome	Classroom	€3,460
17 - 21 May 2027	Geneva	Classroom	€4,315
21 - 25 June 2027	Dubai	Classroom	€1,845
19 - 23 July 2027	London	Classroom	€2,315
16 - 20 August 2027	Istanbul	Classroom	€1,978

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Date	Location	Format	Fee
20 - 24 September 2027	Rome	Classroom	€3,460
18 - 22 October 2027	Kuala lumpur	Classroom	€1,925
15 - 19 November 2027	Frankfurt	Classroom	€1,875
20 - 24 December 2027	Rome	Classroom	€3,460
2 - 6 November 2026	Online / Live	Online / Live	€1,815
21 - 25 December 2026	Online / Live	Online / Live	€1,815
18 - 22 January 2027	Online / Live	Online / Live	€1,815
15 - 19 February 2027	Online / Live	Online / Live	€1,815
15 - 19 March 2027	Online / Live	Online / Live	€1,815
19 - 23 April 2027	Online / Live	Online / Live	€1,815

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17 - 21 May 2027	Online / Live	Online / Live	€1,815
21 - 25 June 2027	Online / Live	Online / Live	€1,815
19 - 23 July 2027	Online / Live	Online / Live	€1,815
16 - 20 August 2027	Online / Live	Online / Live	€1,815
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