

Dealing with the risk of employee burnout



QST-2 2 Days (14 Hours)

Description

In new work contexts: reorganizations, restructuring, uncertainties, management solely through processes, work in a company can be exhausting, or even make you sick. This is why it is important to detect the symptoms of burnout and analyze the causes in order to act without delay. Support for the employee is essential, this is the objective of this training.

Who is this training for ?

For whom

HR Director, RRH, Occupational Physician, Members of the CSSCT, the CSE.

Prerequisites

None.

Training objectives

- Understand the triggers for burn-out.
- Detect symptoms and identify changes in behavior.
- Support employees who are suffering.
- Define prevention and action plans.

Training program

Prendre en compte la complexité des facteurs de burn-out

- Manifestations of professional burnout syndrome: the link between burn-out and other professional risk factors; professional contexts which induce burn-out risks.
- Populations sensitive: professional history, age category, socio-professional categories...

Repérer les manifestations de l'épuisement professionnel

- Identify the first signs to act preventively.
- Evaluate an employee's stress factors at work.
- Detect the stages and manifestations of a risk of burn out.
- Measure the impacts on the employee's physical and psychological health.

Accompagner le salarié en souffrance au travail

- Measure the level of burn-out of the employees concerned.
- Set up support by setting the framework: confidentiality, duty to alert, need for support.
- Create discussion and steering groups on the subject.
- Call in external professionals (psychologists).
- Alert institutional actors: HR, occupational physicians, services social.

Définir les plans de prévention et d'action

- Consequences of burnout: costs and the employer's obligation to perform.
- Identify all the indicators and measure their severity.
- Conduct an employee interview support.
- Inform to facilitate prevention.
- Making managers aware of their role in dealing with suffering at work.
- Dealing with risky situations.
- Build a prevention plan.