












Within the framework of the welfare policy pursued within your organization, the domain concerning the psychosocial aspects is increasingly becoming more important. Each employer is obliged to carry out a risk analysis in this regard and to implement the resulting prevention measures within the organization for the protection and prevention of all its employees. If one or more employees have a complaint about violence, harassment and / or unwanted sexual behaviour, they must be able to turn to a confidential counsellor who will deal with these complaints correctly and deal with them internally (if possible). This person best possesses a wide range of organizational, psychological and legal knowledge and communication skills. Knowledge acquisition, the appropriate attitude and skill acquirements are therefore central to this training. You will learn correct communication skills and on how to approach these situations through conversation, exercises and useful tools.

This recognized training is given by a highly experienced prevention advisor in psychosocial aspects.

The following four pillars form the structure of the five-day basic training for confidential advisers (according to the Codex on Well-being at work, book I Title 3):

- Psychosocial legal framework and status of confidential counsellor (3h)
- Psychosocial risks at work (3h)
- Psychosocial intervention: conversation techniques (6h)
- Psychosocial intervention: controlling problem situations (6 pm)

**Note:** The annual follow-up days "confidential counsellor" are also organized by us, inform without obligation.

	Dutch
	Persons who want to function as confidential advisers within the organization. As well as anyone interested in this training, prevention advisers, HR ...
	Date to be determined
	5 days 
	Place to be determined
	15 places available
	Open training: 880 euros / person In-company training tailored to the company is possible.
	OPL-attest: "Confidential counsellor"