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Themenplan

Mental health risks in the workplace: Advanced knowledge for works councils

Initiating and implementing risk assessment

Refresher: Basic understanding of mental health risks

Previous experience with mental health risks, risk assessments (particularly regarding mental health risks); obstacles and challenges

Co-determination rights and their enforcement

Criteria and key areas relating to mental health risks (work tasks, work organisation, social relationships, leadership, cooperation and diversity, age and gender aspects)

Steps in the risk assessment process:
- Preparation, necessary infrastructure
- Identification of risks
- Assessment of the results
- Development of measures
- Implementation, monitoring of implementation and evaluation

Methods and tools for assessing mental health risks:
- Written questionnaires
- Observational interviews/interviews
- Workshops/group discussions/health circles
- Survey tools (presentation of specific examples)

Framework, requirements for implementation (anonymity, data protection, sources of information, qualifications of those carrying out the assessment, GDA guidelines)

External support: Where to obtain it, how to steer it in the required direction

Further strategies within the establishment: Involving employees, convincing the employer, enforcing co-determination, initiating specific preventive measures

How can the works council help steer the process of risk assessment for mental health risks (including the adjacent measures) within the establishment?

Possible content for works agreements; review of existing agreements