

# Course : CSE: health, safety and working conditions SSCT, initial (over 50 employees)

Practical course - 5d - 35h00 - Ref. SKY

Price : 2440 € E.T.

★★★★☆ 4,7 / 5

BEST

This training course will enable you to exercise your prerogatives in terms of improving health and working conditions in companies with over 50 employees, whether you are a member of the CSE or the Health, Safety and Working Conditions Commission. It will enable you to comply with regulations. The program incorporates the provisions of the Health and Climate Laws of August 2021.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understand the role, responsibilities and resources of the CSE in terms of health, safety and working conditions
- ✓ Carrying out prevention missions and contributing to the assessment of occupational risks
- ✓ Learn how to prevent occupational hazards and improve working conditions
- ✓ Optimize resources and means in terms of health, safety and working conditions

## Intended audience

Employee representatives on the Social and Economic Committee, members or alternates, members of the Health, Safety and Working Conditions Commission.

## Prerequisites

No special knowledge required.

## Course schedule

### PARTICIPANTS

Employee representatives on the Social and Economic Committee, members or alternates, members of the Health, Safety and Working Conditions Commission.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Identify the issues and players in occupational health and safety

- Anticipate the impact of occupational health and safety.
- Understand what is at stake in the Health Act to strengthen prevention.
- Know the employer's responsibilities in terms of prevention.
- Involve players inside and outside the company.
- Learn about the evolution of the SST into SPST (Service Prévention Santé Travail).

### Hands-on work

Quiz on the transformation of employee representative bodies and the players involved in SSCT.

## 2 Mastering the role and functioning of the CSE in terms of SSCT

- Identify the role of the CSE in occupational risk prevention and environmental issues.
- Understand the procedures for informing and consulting the CSE on health, safety and working conditions (SSCT) issues.
- Organizing CSE meetings dealing with SSCT.
- Apply procedures for using delegation hours, travel, circulation and posting.
- Training and protection of employee representatives. Obstruction.
- Call in a qualified expert.
- Defining the role of the CSE harassment referent.

### Hands-on work

Drawing up an agenda.

## 3 Setting up the Health, Safety and Working Conditions Commission

- Define the Commission's operating procedures, delegate missions and resources.
- Initiate a company agreement or supplement the CSE's internal rules.
- Setting up interactions between the CSE and the CSST.
- Identify the Commission's key success factors.

### Hands-on work

Participants discuss their vision of the Commission.

## 4 Identifying occupational hazards in the workplace

- Distinguish between hazards, damage and occupational risks.
- Assess, identify and prioritize risks.
- Understand the Single Occupational Risk Assessment Document (DUERP).
- Contribute to occupational risk assessment.
- Suggest preventive measures.

### Hands-on work

Quiz: distinguishing fact from opinion. Analysis of a work situation based on a video and then on the participants' actual work situation.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 5 Understanding and acting on psychosocial risks

- Understand the mechanisms of work-related stress and its impact on health.
- Identify RPS factors.
- Distinguish between primary, secondary and tertiary levels of prevention.
- Ensure compliance with RPS prevention regulations.
- Identifying psychosocial risks.
- Take action in the event of harassment.
- Set up a joint investigation in the event of internal violence or reports of harassment.

### Hands-on work

Quiz. Identify the causes, effects and preventive measures of RPS from a video.

## 6 Work-related accidents and illnesses

- Definition of accidents at work and commuting accidents.
- Understand the procedures for recognizing occupational or work-related illnesses.
- Know the role of the employer and elected representatives in the event of a workplace accident or occupational illness.

### Hands-on work

Analyze loss indices over time and in relation to a company's sector of activity.

## 7 Promoting risk prevention and improving working conditions

- Carry out inspections and surveys.
- Analyze workstations, taking into account actual work.
- Examine prevention documents.
- Apply the method and use the tools to conduct an investigation following a workplace accident.
- Identify and propose preventive measures to management.
- Intervene in the event of serious and imminent danger.
- Promote the prevention passport and employee medical monitoring.

### Hands-on work

Analyze the causes of a workplace accident using the cause tree method, and identify preventive measures.

## 8 Analyze SSCT information and documents

- Analyze your company's claims indicators.
- Examine a single occupational risk assessment document.
- Understand the annual report on health, safety and working conditions.
- Based on the annual program to prevent occupational risks and improve working conditions.
- Use the occupational physician's annual activity report.
- Make the most of data in the economic, social and environmental database (BDESE).

### Hands-on work

Analyze a single document, an annual report and an annual occupational risk prevention program.

## 9 Drawing up a CSE action plan

- Identify work areas and priorities.
- Building the CSE's SSCT roadmap.
- Identify key success factors.

### Hands-on work

Building an action plan.

## Dates and locations

### REMOTE CLASS

2026 : 22 June, 14 Sep., 7 Dec.

### PARIS LA DÉFENSE

2026 : 15 June, 7 Sep., 30 Nov.

### LILLE

2026 : 22 June, 14 Sep., 7 Dec.