Course : Serving on the Company Social Committee (CSE) in the public hospital system

Practical course - 2d - 14h00 - Ref. SSL
Price : 1450 € E.T.

NEW

The Act of August 6, 2019, on the Reform of the Civil Service merged the Technical Committees (CT) and the Health, Safety, and Working Conditions Committees (CHSCT) into a single body: the Workplace Social Committee (CSE). This training will provide you with all the essential information you need to take on your roles as elected representatives.

Teaching objectives

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

- Understanding the Structure and Operations of the CSE
- Understanding the resources available to employee representatives
- To be involved in all areas of the CSE's jurisdiction
- Effectively Carry Out the CSE's Responsibilities

Intended audience

Elected members of the Social Committee and members of the specialized health, safety, and working conditions team within public hospitals.

Prerequisites

None

Course schedule

PARTICIPANTS

Elected members of the Social Committee and members of the specialized health, safety, and working conditions team within public hospitals.

PREREQUISITES

None

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 The Role of the CSE Among the Governing Bodies of the Hospital Public Service

Compétences visées

- Understanding the Role of the Joint Civil Service Council (CCFP)
- Understanding How the Higher Council for the Hospital Civil Service (CSFPH) Works
- Distinguishing between the different roles of the Joint Committees: the Joint Administrative Committee (CAP) and the Joint Advisory Committee (CCP)

Activités pédagogiques

- Assessment of Concepts Learned

2 The Legal Framework of the CSE

Compétences visées

- Establish the CSE and implement the decree of November 20, 2020
- Understanding the Mandatory and Optional Responsibilities of the CSE
- Define the roles of the CSE and the Specialized Training Program on Health, Safety, and Working Conditions (F3SCT)

Activités pédagogiques

- Case Study: Analysis of Internal Regulations

3 Members of the CSE

Compétences visées

- Distinguishing the Role of the President
- Illustrate the actions of employee representatives
- Define the role of the CSE secretary
- Define the role of alternates on the Social and Economic Committee (CSE) and in Specialized Training Programs
- How to select guests for the Works Council: occupational safety and health advisor, occupational health physician, occupational safety and health inspector, etc.

Activités pédagogiques

- Exercise on the Roles and Powers of CSE Members

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 to review your request and its feasibility.

4 How the CSE Works

Compétences visées

- Schedule CSE meetings and, if applicable, its specialized subcommittee meetings
- Understanding the Relationship Between the CSE and the F3SCT
- Prepare the notice of meeting and the agenda for the CSE
- Understanding the Quorum Rules
- Establish a formal procedure for drafting meeting minutes

Activités pédagogiques

- Case Study: Drafting Minutes of a CSE Meeting

5 The CSE's Resources

Compétences visées

- Understanding the CSE's working documents: the single social report, social databases, and HSCT information
- Understanding how to use quota-based and non-quota-based leave authorizations
- Understanding the Training Rights of CSE Representatives
- Knowing How to Work with SSCT-Certified Experts

Activités pédagogiques

- Review of the CSE's Areas of Competence

6 The Responsibilities of the CSE

Compétences visées

- Understanding CSE Discussions and Consultations: Departmental Organization, Workplace Equality, and HR Strategies
- Understanding the CSE's Consultation and Opinions: Relationship to Collective Bargaining
- Learn how to use the intervention log specific to the specialized health and safety training program (F3SCT)

Activités pédagogiques

- Prepare for a consultation based on the available information

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Dates and locations

REMOTE CLASS
2026 : 3 Dec.

2027 : 25 Mar., 1 July, 23 Sep., 16 Dec.

PARIS LA DÉFENSE
2027 : 18 Mar., 24 June, 16 Sep., 9 Dec.