

Training Programme

Addressing Psychosocial Risks and Mental Health in the Metalworking Sector

Duration: 3 Days (5 hours per day, including 1-hour lunch break)

Dates: 26 May (Liberty Hall), 16 June (DCU) and 17 September (Liberty Hall)



Session 1: Understanding Psychosocial Risks and Mental Health at Work

26 May

NEC room, Liberty Hall

Objectives:

- Raise awareness of psychosocial risks in the workplace.
- Explore the trade union's role in supporting mental health.
- Understand the regulatory and collective bargaining context in Ireland.

10.00 Reception and Welcome

10.30 Introduction to the IncreMe-n-tal project and the training.

10.45-12.00 What Are Psychosocial Risks and Their Impacts

- Definitions and types (e.g., workload, job insecurity)
- Sector-specific examples in metalworking
- Health consequences (mental and physical)
- Impact on productivity, safety
- Interactive exercise
- Discussion or exercise: Workplace experiences of stress and strain

12.00-1.00 Legal and Regulatory Framework in Ireland

- Irish legislation and HSA Code of Practice
- Work Positive CI
- Employer obligations and worker rights

1.00-2.00 Lunch

2.00-4.00 Trade Union Role in Mental Health

- Support strategies
- Reducing stigma, signposting supports
- Mental health first-aid concepts
- Collective Bargaining Examples



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Project acronym: IncreMe-n-tal | Project No. 101143366

- Q&A
- Set up next session in June

Each of our three sessions are designed in some way to lead into each other. Might not be the case that everyone will attend all three. So it is important that we open each session with a 10 minute recap/overview of the broader project to help provide continuity for new attendees.

We could close each day by speaking about the next sessions to maybe encourage participants to return.

Share a simple handout that includes content from all 3 sessions, even for those only attending one.

