

THRIVEDUTY PSYCHOSOCIAL HAZARD COMPLIANCE CERTIFICATION 2026

Compliant with ISO 45003:2021, ISO45001:2018 & 2025 Legislation for All Employers

*Austria • Australia • Belgium • Canada (BC & ON) • Denmark • Finland • Germany • Netherlands
New Zealand • Ireland • Sweden • United States (CA) • United Kingdom*

RISKS TO YOUR ORGANIZATION

Every week, workers lodge compensation claims for psychological injury caused by workplace stress, bullying, excessive workload, poor leadership, trauma, and inadequate support. Organizations face regulatory investigations for failing to manage psychosocial hazards. Today, workplace suicide risks can result in claims that cripple businesses with large fines and even prison time. We don't want that to be you.

Global workplaces must now manage psychosocial hazards—the workplace factors that cause psychological harm which can lead to fines up to millions. **The legislation is here. The liability is significant.** But most organizations don't know how to comply. **ThriveDuty is the answer.** We've built the world's first ISO 45003 & ISO 45001 internationally-compliant psychosocial training platform—19 courses covering everything from managing fatigue in shift work to preventing burnout in hybrid offices, from responding to trauma to creating genuine work-life balance and how to document all of it easily for your regulator.

Our training isn't just about compliance—though you'll get that. **A few hours of training creates a workplace where your team has the tools to persistently thrive together**, where psychological safety is real, and where good mental health creates great outcomes. Managers learn their legal obligations and practical strategies. Workers understand their rights and protective measures. We also provide you with easy-to-use downloadable templates and resources for maintaining 24/7 inspection readiness.

FULL PROTECTION FOR YOUR TEAM

Expanding and strengthening your team's culture – **ThriveDuty Comprehensive turns “we're compliant” into “our people want to stay.”** Too often, a return-to-work plan collapses and a claim balloons. ThriveDuty Comprehensive delivers sexual harassment training that actually stops it, mental health first aid that meaningfully brings people back stronger, hybrid toolkits that kill loneliness, and microaggression courses that build belonging and prevent the need for legal recourse. Teams develop confidence, a feeling of safety, and your builds a reputation that attracts and retains the best.

Additionally, **MPO Certification transforms a team member into your organization's "compliance guardian" for psychosocial risks.** This training minimizes work disruption while delivering robust, ISO-compliant expertise. Ideal for HR leads or managers, and bundled with consulting services for practical application, we ensure you can say "We have an MPO," serving as audit-proof evidence of your team's adherence to governing psychosocial hazard legislation.

ThriveDuty Consulting extends your training into actionable, expert-led support, leveraging organizational psychology to drive behaviour change and compliance. Services are virtual/on-demand, or in-person, starting with a free discovery call. We'll help you design your culture and give you an audit-ready system to remain compliant.

PRICING

Wellbeing, DEI, and workplace behaviour change consultants charge between \$400-800 per seat which includes impersonal textbook content that often amounts to ‘tick-box training’, leaving teams with the feeling of time and money wasted. At ThriveDuty we believe serious psychosocial hazards affect everyone and that training should be effective, affordable for businesses, and cover the fundamentals thoroughly via expert and engaging tutorials with the latest technology. We provide one-time purchasing options and cost-effective bulk seats for teams.

Tier	Duration	Price per seat	Coverage
ThriveDuty Core Compliance	1 hour	48.88	100% ISO + Legal Compliance
ThriveDuty Comprehensive	3.5 hours	78.88	Core + Safeguarding + Culture
Mental Protection Officer (MPO) Certification	4.5 hours	118.88	Comprehensive + Audit-Readiness
ThriveDuty Expert Consulting	1-8 weeks	Contact Us	Custom Implementation

Bulk Discounts	Savings
10+ Seats	10% Off
50+ Seats	15% Off
100+ Seats	20% Off
500+ Seats	25% Off

Complete training. Clear compliance. Better workplaces.
That's why ThriveDuty matters.

LEGAL & ISO COMPLIANCE

Our training covers ISO 45003 (Psychosocial Hazards, 5x5 assessment, ERMIC controls, monitoring) and ISO 45001 (PDCA cycle, OHS integration), plus 2025 legislative requirements including Australia, United Kingdom, Canada (BC & ON), New Zealand, Ireland, USA (CA), and applicable EU states. It includes compliance guidance, practical implementation, case studies, warning signs, evidence-based interventions, and documentation approaches.

Standard/Legislation	Country	Statutory Duties & Coverage
ISO 45003:2021	All	Psychosocial Hazards; 5x5 Risk Assessment; ERMIC Controls; Monitoring & Review; Interpersonal relationships, violence, organizational change hazards; bystander intervention, DEI culture.
ISO 45001:2018	All	OHS Management System; PDCA Cycle; Integration of Psychosocial Risks; Leadership commitment (Clause 5); integration of wellbeing into OHS system.
Employee Protection Act (ASchG)	Austria	Psychosocial burdens evaluation; Prevention of stress/harassment; AUVA support for assessments.
Workplace Health and Safety Act 2011	Australia	Primary Duty (s19), Officers’ Due Diligence (s27), Workers’ Duties (s28); Positive Duty (Sex Discrimination Act 2023); Flexible work support (Fair Work s65).
Model Code of Practice: Managing Psychosocial Hazards at Work	Australia	Identify, Assess, Control 14 Hazards; Review Controls; Consult HSRs; Bystander training, trauma support, return-to-work protocols.

Fair Work Act 2009	Australia	Reasonable Hours (s62), Flexible Work (s65), Protections (Part 3-1); Accommodation for mental health leave (s65); non-discriminatory practices.
State WHS Regs (Vic 2025)	Australia	Specific psychosocial risk management, consultation, monitoring; DEI consultation, hybrid risk monitoring.
Discrimination Acts (Sex 1984, Age 2004, Disability 1992, Racial 1975)	Australia	Unlawful to discriminate; Positive Duty (Sex Discrimination Act 2023); Positive duty for harassment prevention, inclusive culture.
Workers Compensation Legislation (State-based)	Australia	Psychological injury compensable; Return to Work support; Return-to-work support, resilience building.
Privacy Act 1988	Australia	Handle health data lawfully; Confidentiality; Confidential EAP and support data handling.
Crimes Act (Commonwealth & State)	Australia	Criminal bullying, harassment, workplace manslaughter; Criminal aspects of harassment, violence reporting.
Workplace Surveillance Laws (State-based)	Australia	Notice and restrictions on monitoring.
Well-being at Work Act (1996, amended)	Belgium	Prevention of psychosocial risks (stress, violence, harassment); Risk assessments, action plans, worker consultation; Codified in Codex on Well-being at Work.
Canada Labour Code (Part II: OHS)	Canada	Employer duties to prevent hazards; Right to refuse dangerous work; Reporting of harassment/violence; Duty to accommodate (human rights codes), violence reporting.
Canada Occupational Health and Safety Regulations (COHSR)	Canada	Hazard prevention program; Consultation with committees; DEI consultation, return-to-work accommodations.
National Standard of Canada for Psychological Health and Safety in the Workplace (CAN/CSA-Z1003)	Canada	13 psychosocial factors; Framework for assessment and control; Civility, balance, psychological support factors.
WorkSafeBC Guidelines G6.34-3 (2025 PSR Assessments)	Canada (BC)	Joint Health & Safety Committees; Psychological injury claims; Hybrid isolation risks, MHFA training
Occupational Health and Safety Act (OHSA) 2024 Amendments	Canada (ON)	Annual PSR Audits; MOL PSR Toolkit 2025; Digital stress, DEI audits.
Workplace Environment Act (1977, amended)	Denmark	Psychological work environment requirements; Risk assessments for stress/violence; Employer duties via Arbejdstilsynet guidelines.
Occupational Safety and Health Act (738/2002)	Finland	Addresses psychosocial load (workload, harassment); Risk evaluations, prevention measures; Työterveyslaitos guidance.
Occupational Safety and Health Act (ArbSchG)	Germany	Psychosocial risks in risk assessments; GDA guidelines for mental stress; Employer duties under BetrSichV.
Working Conditions Act (Arbowet)	Netherlands	Psychosocial workload assessments (stress, aggression); Employer duties for prevention, including RI&E (Risk Inventory & Evaluation); Arbo services involvement.

Health and Safety at Work Act 2015 (HSWA)	New Zealand	PCBU Duties (s36–38); Reasonably practicable steps to manage risks; Human Rights Act (DEI), WorkSafe resilience guide.
WorkSafe Good Practice Guide: Managing Psychosocial Risks (2025)	New Zealand	Identify/assess/control hazards; Worker consultation; Monitoring effectiveness; Bystander intervention, change transition.
Safety, Health and Welfare at Work Act 2005 (SHWW Act)	Ireland	Risk Assessment (s19); Employer/employee duties; Employment Equality Act (DEI), MHFA in culture.
HSA Code of Practice 2025 (Psychosocial Integration)	Ireland	General Application Regs 2007-2020 (Bullying s8); WorkPositiveCI tool for assessments, wellbeing and harassment prevention.
Work Environment Act (1977, amended)	Sweden	Systematic work environment management (SAM); Addresses psychosocial factors like workload, support, harassment; AFS provisions for organizational/social work environment.
Health and Safety at Work etc. Act 1974 (HSWA)	United Kingdom	General Duties (s2–3); Risk Assessment (MHSW Regs 1999); Equality Act 2010 (DEI, harassment); HSE wellbeing standards.
HSE Management Standards (Stress 2025 Refresh)	United Kingdom	Psychosocial Harm in Sentencing Guidelines; Mental health first aid, change stress management.
Cal/OSHA Draft Psychosocial Standard (2026)	United States (CA)	Workplace Violence Prevention (Labor Code §6401.9); Psychosocial elements (aggression, trauma); FEHA (fair employment), SB 553 violence/MHFA.
California Labor Code §6400 (General Duty)	United States (CA)	Employer duty to provide safe workplace; Hazard evaluation/correction; DEI accommodations, return-to-work duty.

COURSE CATALOGUE

All ThriveDuty training is backed by the latest psychological research, developed by leading mental health and behaviour change specialists, and mapped to ISO 45003 & ISO 45001:2018 (PDCA cycle, OHS integration) and local legislation. We approach psychosocial safeguarding in a deeply human way for intuitive engagement with employers and employees across all sectors.



THRIVEDUTY CORE CERTIFICATION
All Employees & Employers

START HERE → CO1 • Legal Duty, 14 Hazards & I-A-C-R System • 15min

Establishes a foundational understanding of employer legal duties for psychosocial risk prevention. Learn why psychological health is now a legal obligation, identify all 14 psychosocial hazards recognized internationally, and master the I-A-C-R (Identify-Assess-Control-Review) system that regulators expect. Understand the consequences of non-compliance including fines and personal liability.

Learning Outcomes:

- Explain the legal duty to manage psychosocial hazards
- Identify all 14 internationally recognized psychosocial hazards
- Describe the I-A-C-R risk management system
- Recognize consequences of non-compliance

Employer Track

CO2 • Manager Duty, Officer Due Diligence & Risk Assessment

Defines specific legal responsibilities for managers and officers beyond general worker duties. Master the 5x5 Risk Matrix for objective hazard assessment, understand the "reasonably practicable" legal standard, and learn documentation requirements that demonstrate due diligence. Covers role clarity, recognition, support, and organizational justice obligations.

CO3 • ERMIC Controls, PDCA & Audit Documentation

Master the ERMIC control hierarchy (Eliminate → Reduce → Mitigate → Isolate → Control) for selecting effective interventions. Learn to document control selection to satisfy the "reasonably practicable" test. Integrate the PDCA (Plan-Do-Check-Act) cycle for continuous improvement and maintain audit-ready documentation systems.

<p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Explain personal legal duties for managers and officers • Apply the 5x5 Risk Matrix for consistent assessment • Describe manager responsibilities for team psychological safety • Identify documentation requirements for due diligence 	<p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Apply the ERMIC hierarchy for control selection • Explain why elimination and reduction are prioritized • Integrate PDCA cycle into risk management • Document control selection for regulatory scrutiny
<p>Employee Track</p>	
<p>CO4 • Worker Rights, Consultation, Tools & Informal Reporting</p> <p>Empowers workers to understand their legal rights to psychological safety, job control, role clarity, and support. Learn to recognize hazard warning signs, use the Daily Hazard Checklist for self-monitoring, understand consultation rights, and communicate concerns effectively through informal reporting pathways.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Describe the right to psychological safety at work • Use the Daily Hazard Checklist for self-monitoring • Explain consultation rights and how to participate • Apply informal reporting techniques for raising concerns 	<p>CO5 • Specific Rights: Refusal, Flexibility & Support Pathways</p> <p>Covers specific worker protections including the right to refuse unsafe work, protection against retaliation, and the right to request flexible arrangements. Navigate internal support through HR and HSRs, access EAP services, understand workers' compensation for psychological injury, and know when and how to engage external regulators.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Explain the right to refuse unsafe work • Describe anti-retaliation protections • Identify internal and external support pathways • Document concerns for formal processes



THRIVEDUTY COMPREHENSIVE CERTIFICATION Core Compliance + Safeguarding & Culture (3h)

CP6 • Demand & Capacity Management

Master evidence-based approaches to workload measurement and management. Learn the three demand types (cognitive, emotional, time), apply the Workload Calculator to quantify demand-capacity gaps, identify early warning indicators of overload, and establish defensible thresholds for sustainable work.

Learning Outcomes:

- Apply the Workload Calculator for demand assessment
- Distinguish cognitive, emotional, and time demands
- Identify early warning indicators of overload
- Establish defensible workload thresholds

CP7 • Systemic Controls, Fatigue Management & Recovery

Design systemic controls that change work itself rather than asking workers to cope with hazardous conditions. Apply fatigue risk management principles including hour limits, rest periods, and shift design. Establish recovery as an organizational responsibility embedded in work design.

Learning Outcomes:

- Design systemic controls for demand hazards
- Apply fatigue risk management principles
- Establish organizational recovery requirements
- Integrate recovery into work design

CP8 • Violence Prevention, De-escalation & Trauma Controls

Develop comprehensive strategies for preventing and responding to workplace aggression, violence, and trauma exposure. Learn environmental and procedural controls, master de-escalation techniques, and implement immediate and longer-term trauma response protocols.

Learning Outcomes:

- Assess violence risk using established frameworks
- Apply environmental and procedural controls
- Use de-escalation techniques safely and effectively
- Implement trauma response protocols

CP9 • Vicarious Trauma, Return-to-Work Plan & Adjustments

Understand vicarious trauma as a distinct hazard for workers regularly exposed to others' distress. Implement organizational controls for exposure management and reflective supervision. Design graduated return-to-work plans and apply workplace adjustments that support sustainable recovery.

Learning Outcomes:

- Distinguish vicarious trauma from direct trauma
- Implement organizational controls for vicarious trauma
- Design graduated return-to-work plans
- Apply workplace adjustments for recovery support

CP10 • Positive Duty, Definitions, Bystander & Investigation Essentials

Establishes the positive duty to prevent harassment, sexual harassment, and discrimination proactively—not merely respond after incidents. Provides clear definitions with practical examples, teaches bystander intervention techniques (5 Ds), and covers investigation essentials including procedural fairness.

Learning Outcomes:

- Explain positive duty to prevent harassment proactively
- Define harassment, bullying, sexual harassment, and discrimination
- Apply bystander intervention techniques (Direct, Distract, Delegate, Delay, Document)
- Describe procedural fairness in workplace investigations

CP11 • Change Hazard, Legal Consultation & Impact Assessment

Address organizational change as a psychosocial hazard requiring systematic management. Understand the psychology of change and why people struggle, meet legal consultation requirements, and conduct Change Impact Assessments before implementing organizational changes.

Learning Outcomes:

- Explain why organizational change is a psychosocial hazard
- Apply legal consultation requirements throughout change
- Use the Change Impact Assessment tool
- Design change implementation that minimizes harm

CP12 • DEI, Microaggressions & Inclusive Culture

Connects diversity, equity, and inclusion to psychosocial hazard management. Understand how exclusion and marginalization function as workplace hazards, recognize and respond to microaggressions, and build inclusive culture as a systemic control that reduces multiple hazards simultaneously.

Learning Outcomes:

- Explain exclusion and marginalization as psychosocial hazards
- Define microaggressions and recognize common examples
- Apply response strategies for experiencing or witnessing microaggressions
- Identify organizational practices that build inclusive culture

CP13 • Mental Health First Aid & Crisis Response (ALGEE)

Introduces mental health first aid principles for workplace application. Recognize signs of mental health difficulties, apply the ALGEE action plan (Approach, Listen, Give support, Encourage professional help, Encourage self-help), respond safely to crisis situations, and understand boundaries between peer support and professional intervention.

Learning Outcomes:

- Recognize signs of mental health difficulties in colleagues
- Apply the ALGEE action plan for initial support
- Respond safely to crisis situations involving immediate risk
- Identify boundaries between peer support and professional help

CP14 • Hybrid Work, Disconnection & Digital Boundaries

Address psychosocial hazards specific to remote, hybrid, and digitally connected work. Manage isolation risks, prevent boundary erosion between work and personal life, implement the right to disconnect, and use the Digital Boundary Agreement to establish sustainable communication expectations.

Learning Outcomes:

- Identify hazards specific to remote and hybrid work
- Explain the right to disconnect and its implementation
- Use the Digital Boundary Agreement tool
- Apply management practices for distributed teams

CORE & COMPREHENSIVE CERTIFICATION DOWNLOADABLE RESOURCES

Resource	Type	Key Content
Employer Handbook: Managing Psychosocial Hazards	Handbook	Provides a complete guide for managing psychosocial risk, detailing legal duties, the risk management process, implementing controls, consultation requirements, documentation standards, and audit preparation.
Employee Handbook: Your Rights & Protections at Work	Handbook	Guides workers on their legal rights, including the right to a psychologically safe workplace and the ability to refuse unsafe work. It helps staff recognize psychosocial hazards and access support.
Master Risk Register	Template	Serves as the centralized master tracker for managing all psychosocial hazards. It prioritizes risks using the 5x5 Risk Score and tracks control implementation status. Review frequency is mandated by risk level.
5x5 Risk Assessment Matrix	Template	Helps staff and managers objectively assess psychosocial hazards by scoring the likelihood and consequence of harm to determine a quantitative risk rating. It is used to prioritize the organizational response to risks identified.
ERMIC Control Hierarchy Planner	Template	Ensures the systematic selection of the most effective controls for hazards (Eliminate → Reduce → Mitigate → Isolate → Control). It documents why higher-level controls were not selected to satisfy the “reasonably practicable” test.

Daily Hazard Checklist (Employee)	Template	Functions as a personal monitoring tool for employees to track daily exposure to psychosocial hazards and identify patterns (Green/Yellow/Red zones) for self-monitoring and subsequent managerial discussion
Speaking Up Script & Escalation Pathway	Pocket Guide	Provides practical language (scripts and email templates) and a decision tree for safely raising psychosocial concerns (from informal discussion to formal complaint) and guides the process of external escalation if internal channels fail.
Return-to-Work Phased Plan	Template	Provides a structured, graduated schedule (e.g., Re-orientation, Building, Stabilizing) for the safe and sustainable reintegration of workers returning from psychological injury or mental health leave, focusing on relapse prevention.
Digital Boundary Agreement	Pocket Guide	Establishes clear, mutual expectations and protocols for digital communication (e.g., response times, delayed send) to protect work-life balance and address the “always-on” digital stress hazard.
Bystander Intervention	Pocket Guide	Serves as the quick reference guide utilizing the 5D Method (Direct, Distract, Delegate, Delay, Document) to empower witnesses to safely intervene and stop harmful behaviours like bullying and harassment.
ALGEE Mental Health First Aid Quick Reference	Pocket Guide	Provides an evidence-based framework (Approach, Listen, Give reassurance, Encourage professional help, Encourage self-help) for responding effectively and safely to a colleague experiencing psychological distress or a mental health crisis.
Workload Capacity Calculator	Worksheet	Objectively assess the reality of work demands against the employee’s realistic available productive time to flag dangerous overload levels.
Change Impact Assessment	Template	Systematically assesses how organizational changes may heighten psychosocial risks like job insecurity or role ambiguity, helping to plan protective controls.
Team Pulse Survey (eNPS + Psych Safety)	Survey	Measures team psychological health through six core questions (including Psychological Safety and eNPS) on a regular basis to provide diagnostic data and guide interventions.

MENTAL PROTECTION OFFICER (MPO) CERTIFICATION

The MPO Certification is designed as a targeted, high-impact program that designates an internal team member—typically an HR lead, manager, or designated compliance specialist—as your organization's dedicated "compliance guardian" for managing psychosocial risks. This certification goes beyond basic training by equipping the MPO with advanced tools to identify, assess, and mitigate hazards in line with ISO 45003:2021 and ISO 45001:2018 standards, as well as jurisdiction-specific legislation.

By completing this course, the MPO becomes a key asset for demonstrating proactive compliance during audits or investigations, reducing liability from psychological injury claims, regulatory fines, and operational disruptions. It's particularly valuable for organizations seeking to integrate psychosocial safeguards without extensive external consulting, while building internal expertise that fosters a resilient, psychologically safe culture. An MPO in your organization allows you to confidently state, "We have an MPO" as evidence of adherence to global and local psychosocial hazard laws.



MENTAL PROTECTION OFFICER (MPO) CERTIFICATION For Designated Safety Leads & HR Managers

MPO15 • MPO Mandate & Core Risk Tools

Establishes the formal mandate and authority of the MPO role within organizational governance structures. Develop mastery of core risk management tools: the Master Risk Register for systematic hazard tracking, the 5×5 Risk Matrix for consistent assessment with calibration across assessors, and the ERMIC Control Hierarchy for defensible, documented control selection.

Learning Outcomes:

- Define MPO mandate, authority, and governance position
- Establish and maintain the Master Risk Register
- Apply the 5×5 Risk Matrix with organizational consistency
- Document ERMIC-based control selection for regulatory scrutiny

MPO16 • Specialized Assessment Tools Tutorial

Develop advanced capability in deploying specialized assessment tools organization-wide. Master the Workload Calculator for quantifying demand-capacity gaps across teams and departments. Conduct Change Impact Assessments for major organizational initiatives. Train managers in tool use and interpret results for strategic decision-making.

Learning Outcomes:

- Deploy the Workload Calculator across teams and departments
- Interpret Workload Calculator outputs for prioritization
- Conduct Change Impact Assessments for major initiatives
- Train managers in specialized assessment tool use

MPO17 • Consultation, Culture Monitoring & Audit Readiness

Design and implement consultation processes that satisfy legal requirements and generate actionable insights. Deploy culture monitoring tools including the Team Pulse Survey to track psychosocial climate over time. Maintain documentation systems that demonstrate compliance under regulatory scrutiny using the Annual Compliance Audit Checklist.

Learning Outcomes:

- Design consultation processes meeting legal requirements
- Deploy the Team Pulse Survey for culture monitoring
- Maintain documentation demonstrating compliance
- Use the Annual Compliance Audit Checklist for readiness

MPO18 • Incident Investigation & Legal Due Diligence

Master systematic investigation methodology for psychosocial incidents including complaints, injuries, and near-misses. Conduct root cause analysis that goes beyond proximate causes, complete the Incident Investigation Report to standards supporting legal processes, and support officer due diligence through appropriate information and escalation.

Learning Outcomes:

- Apply systematic investigation methodology
- Identify root causes beyond proximate triggers
- Complete the Incident Investigation Report to standard
- Support officer due diligence through information and escalation

MPO19 • Strategic Reporting & Continuous Improvement

Develop strategic reporting capabilities that translate operational data into executive insights. Build and maintain the MPO Monitoring Dashboard for real-time visibility and the MPO Monthly Dashboard for trend reporting. Complete the MPO Annual Report for comprehensive compliance documentation. Apply the PDCA cycle to drive continuous improvement.

Learning Outcomes:

- Design dashboards providing real-time psychosocial risk visibility
- Produce strategic reports translating data into executive insights
- Complete the MPO Annual Report for comprehensive documentation
- Apply PDCA cycle for continuous system improvement

MPO CERTIFICATION DOWNLOADABLE RESOURCES

Resource	Type	Key Function
MPO Handbook	Handbook	Serves as the guide for the MPO on <i>how to</i> use their resources in practice. It outlines the MPO's core responsibilities, including control monitoring, documentation, and reporting risk status to senior management, detailing the 4-Step MPO Workflow (Monitor → Document → Report → Review)
Annual Psychosocial Compliance Audit Checklist	Template	Used by the MPO to conduct a comprehensive annual verification of all psychosocial compliance requirements against ISO standards and local legislation, gather evidence, identify gaps, and create a formal action plan for inspection readiness.
Incident Investigation Report (Psychological Injury)	Template	Provides a systematic framework for investigating psychological injuries and near-misses, focusing on timeline reconstruction, root cause analysis, identifying control failures, and developing corrective and preventive actions.
Consultation Record (HSR/Worker Rep)	Template	Documents all formal consultation meetings held with workers, Health & Safety Representatives (HSRs), or worker representatives, ensuring legal compliance by recording issues raised, decisions made, and demonstrating worker input was considered.
MPO Monitoring Dashboard	Pocket guide	Guides the MPO in setting up and maintaining simple tracking tables to monitor and visualise key psychosocial metrics and performance indicators.
MPO Monthly Dashboard	Template	Provides a Monthly Psychosocial Risk Compliance Report to leadership, summarising risk status, Team Pulse Survey results, incident trends, and controls verified.
MPO Annual Report	Template	Facilitates executive-level communication by providing a structure for the MPO to summarize the year's performance, overall compliance status, key achievements, emerging risks, resource needs, and strategic recommendations for the board and senior management.

THRIVEDUTY PSYCHOSOCIAL CONSULTING

We build on your training investment by providing expert-led, actionable support to embed psychosocial safeguards into daily operations. Leveraging organizational psychology principles, our consultants drive sustainable behaviour change, risk reduction, and compliance through virtual/on-demand or in-person sessions. Starting with a free discovery call, we tailor an approach to your needs—whether addressing immediate hazards like bullying or long-term issues like hybrid work stress.

We do seamless transitions from learning to implementation, helping teams avoid common pitfalls like failed return-to-work plans or escalating claims. This service is especially valuable for scaling compliance across teams, measuring ROI (e.g., reduced absenteeism or claims), and adapting to evolving international legislation.

Service Tier	Description	Duration/Key Components
Ongoing Advisory	Monthly support as your external MPO: Regular updates, crisis response, and ad-hoc audits. Ideal for compliance maintenance.	Monthly: Check-ins, refreshers, custom modules.
Comprehensive Psychosocial Audit	Initial risk assessment to identify hazards (e.g., workload, bullying) using ERMIC tools and surveys. Report with prioritized recommendations tied to ISO/legislation.	1-2 weeks: Virtual audit, risk assessments, monitoring setup.
Implementation & Training Package	Custom rollout of core courses with guided integration (e.g., fatigue management for frontline, DEI culture builds). Includes policy reviews and tool customization.	2-4 weeks: Team workshops (virtual or in-person), MPO training for leads, monitoring setup.
Advanced Culture Transformation	Deep-dive consulting for ongoing change: Burnout forensics, return-to-work plans, hybrid stress audits. Behaviour change strategies with metrics tracking.	4-8 weeks: Phased plans, resilience coaching, ROI analysis (e.g., claim reductions).

Thank you for viewing our catalogue – let's get started today.
For more information and support, contact us at hello@thriveduty.com.