



The solutions offered

	Basic	Standard	Premium
<p>Services</p> <p>Benefits</p>	Flexible and economic, the basic solution will enable the employer to conform with his legal obligations.	The ideal solution to start developing an internal competence and keep the cost down.	Made to measure solution to develop a strategy of management of the working climate and to increase productivity.
Workshop held with management and those responsible for the project to clarify what is meant by psychosocial risks, define the project's objectives, fix the methods of evaluation and adapt the roles, processes and documentation to the reality of the organisation.	●	●	●
Perform a diagnostic and audit on the organisation's working climate (discussions, questionnaires, analysis of existing data etc) to enable a qualitative and quantitative analysis.			●
Development of an embracing preventive strategy and a personalised plan of attack to improve the working climate and increase productivity.			●
A file containing documents pertinent to the handling of conflict, stress at work, mobbing, sexual harassment, organisation and processes, tools, roles and responsibilities of the people involved and their interactions, rules and directives and documents designed to sensibilise personnel to the issues.	●	●	●
Placing of external TOMs and their infrastructure*, available to all the employees of the organisation. *Hotline reachable 5 days out of 7 and 1st session with an experienced TOM within 7 days. Discrete meeting localities, confidential treatment, annual report.	●		
Training (2 days) of internal TOMs chosen from amongst your employees.		●	●

Follow-up options

TOM is a solution which shows its effects over time. Follow up can be arranged depending upon the solutions chosen by the organisation and is charged separately.

- Intervention as an external TOM, maximum 3 sessions per case
- Continued supervision and training of internal TOMs.
- Evaluation of effects of the measures a posteriori

But also, depending upon the process agreed upon and necessity, our services can be offered in Mediation, Audit, Expertise in the case of formal complaints.