



## SQVT - Health and safety prevention at work - RSE

**The guide to a global approach to health  
and quality of life at work**

**has just been published by AFNOR Éditions**

Teleworking, balance between professional and personal life, right to disconnect... the pandemic has highlighted and recognized the importance of the physical and psychological health conditions of individuals in the professional context. The only current standard to concern itself with this subject, the Canadian standard *Healthy business* offers a global, structured and unique approach to health and quality of life at work. This new book deciphers its implementation in communities and businesses in France.

How to define a policy to promote health and quality of life at work? How to implement this approach from a physical, psychological and social health perspective? What are the key success factors? What to expect, as an employer, from such a choice of HR policy?... These are the questions, and many more, answered in this book written by Frédéric Mounier and Fabrice Gutnik, policy experts health, quality of life at work and human resources.

For the first time, this work sheds light on the implementation of the standard *Healthy business* in companies and communities in France, based on testimonies and feedback.

For any questions, receive the book in PDF or printed form, communicate with an author:  
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In a clear, concise but always precise style, it also provides legal and methodological benchmarks, as well as all the practical tools essential for designing a health and quality of life approach at work in France.

The book is prefaced by Laurence Breton-Kueny, director of human resources of the AFNOR Group, and vice-president of ANDRH, and postfaced by Marie-Claude Pelletier, founding president of Global-Watch and former CEO of the Entreprises en health in Quebec.

A structured and accessible book, intended as much for SQVT project managers, trainers, HR managers, CSR managers and quality managers, as for anyone concerned with the design and implementation of a health and quality of life approach at work, serving the well-being of all.

## Authors

**Fabrice Gutnik** has held the position of associate lecturer at the Jules Verne University of Picardie for eight years, where he co-directs the professional HR degree. He is an associate member of the University Center for Research on Public Action and Politics. He is also a work psychologist and clinical psychologist, holding a doctorate in adult training, a *Executive Master* in health policy and management from Sciences Po, auditor of the Institute of Advanced Studies in Social Protection (IHEPS) and the Institute of Advanced Studies in National Defense (IHEDN) and graduate in public international law. He began his career as a psychologist. He then joined the Mutualité Sociale Agricole, where he held the position of director of human resources before being appointed to the CPAM in Paris, where he was in particular director of care and prevention structures. He continued his career at Facem, as director of innovation and development before being promoted to general manager of a CARIF OREF. He subsequently held the positions of operational director and deputy general director in two firms specializing in the prevention of psychosocial risks and occupational health prevention. He very recently joined AFNOR Compétences as a consultant on these subjects.

Graduate of ESCP Europe and a Master II in quality management, environment, health and safety at work and sustainable development, **Frederic Mounier** was an independent consultant before becoming an advisor to the Essonne Chamber of Commerce and Industry for several years. He then joined the AFNOR Group as a developer consultant. For more than 20 years, he has supported companies and communities in the areas of quality of life at work, health and safety at work and sustainable development but also in quality and environmental performance management. Trained in the Quebec approach, he has been deploying this original approach to the quality of life at work within organizations for several years in France through consulting and training. Expert in the ISO 45001 standard, he notably participated in the work *The keys to the ISO 45001 certification audit* (AFNOR Éditions, 2020).

> ISBN: 978-2-12-465777-3 – 196 pages – €24.64 excluding tax

> Publication: September 2021

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