



Institution of Occupational
Safety and Health

IOSH webinar: ISO 45003 – The changing landscape for managing psychosocial risks

Webinar: Wednesday 30 Sept 2020

12:30 BST / 13.30 CEST / 15.30 UAE / 19.30 HK/KL/SIN



ISO 45003

The changing landscape for managing psychosocial risks

Dr. Ivan Williams Jimenez

ISO 45003 – The changing landscape for managing psychosocial risks

Dr. Carlo Caponecchia - Senior Lecturer and Associate Dean Equity Diversity and Inclusion University of New South Wales, Australia



Dr. Priya Ragunath - Senior principal assistant director Occupational health unit, Ministry of health, Malaysia



Dr Aditya Jain - Professor in HRM and Head of the Organisational Behaviour/HRM Division, Nottingham University Business School



Mrs. Sapna Mahajan - Director, Prevention and promotion initiatives, workplace mental health - Mental Health Commission of Canada



Introduction to the future ISO 45003

The present context

- Complex transformations—societal, technological and work-related—are having a profound impact on people’s lived experiences. Declining psychological and emotional wellbeing is affecting the wider global risks landscape (WEF, 2019)
- The World Health Organization estimates that poor mental health costs the global economy US\$1 trillion annually in lost productivity.
- Revised figures indicate that stress, burnout, depression and other psychosocial risks at work are costly for employers and workers, and for society in general, and are estimated to be exceeding 4% of GDP (OECD, 2018)
- Findings of EU-OSHA’s ESENER 3 (The Third European Survey of Enterprises on New and Emerging Risks survey) suggest that awareness is still not high enough when it comes to psychosocial risks (EU-OSHA, 2020)

Introduction to the future ISO 45003 (BSI, 2018)

ISO 45001

ISO 45001 explicitly requires that *health hazards are identified and controlled, including those classed as ‘**psychosocial**’* "An organisation is responsible for promoting and protecting their physical and mental health"

- It highlights the importance of tailored strategies based on the context of organisations.
- Workplace hazards include psychosocial.
- Work organisation and social factors such as excessive work hours, poor leadership and culture in the organization, poor communication, excessive production pressure, bullying, and harassment have the potential to negatively impact workers' psychological health and safety.

Introduction to the future ISO 45003

Psychological Health and Safety in the workplace – Managing psychosocial risks - Guidelines

The proposed standard will provide guidance on the requirements of ISO 45001 with respect to managing psychological health and safety risk within an occupational safety, health and well-being management system

This standard will be suitable for organisations that wish to implement, maintain and improve psychosocial risk management and related practices to eliminate or minimise risks to workers and other interested parties

Area	Type	Source	Date	Sort title
FOCUS: WORKER HEALTH PROTECTION				
Global	Standard	ISO	1991	ISO 10075-1: Ergonomic principles related to mental work-load: Terms & Definitions
Global	Standard	ISO	1996	ISO 10075-2: Ergonomic principles related to mental workload: Design principles
Global	Standard	ISO	2004	ISO 10075-3: Ergonomic principles related to mental workload: Measuring and assessing
Global	Guide	WHO ILO PSI ICN	2002	Framework guidelines for addressing workplace violence in the health sector
Global	Guide	WHO	2003	Psychological harassment at work
Global	Guide	WHO	2004	Work organization and stress
Global	Guide	WHO	2007	Raising awareness of stress at work in developing countries
Global	Guide	WHO	2008	PRIMA-EF – Guidance on the European framework for psychosocial risk management
Global	Guide	ILO	2012	Stress prevention at work checkpoints
Regional	Code	EU ESP	2004	Framework agreement on work-related stress
Regional	Code	EU	2007	Framework agreement on harassment and violence at work
National	Standard	MHCC	2013	Psychological health and safety in the workplace
National	Guide	HSE	2007	HSG 218 Managing the causes of work-related stress
National	Guide	BSI	2011	PAS 1010 Guidance on the management of psychosocial risks in the workplace

PAS 1010:2011
Guidance on the management of psychosocial risks in the workplace

CAN/CSA-Z1003-13/BNQ 9700-803/2013
National Standard of Canada

Psychological health and safety in the workplace —
Prevention, promotion, and guidance to staged implementation

Disponible en français
Santé et sécurité psychologiques en milieu de travail —
Prévention, promotion et lignes directrices pour une mise en œuvre par étapes

DRAFT INTERNATIONAL STANDARD
 ISO/DIS 45003

ISO/TC 283
 Voting begins on: 2020-08-11
 Secretariat: BSI
 Voting terminates on: 2020-11-03

Occupational health and safety management —
Psychological health and safety at work : managing psychosocial risks — Guidelines
Gestion de la santé et de la sécurité au travail — Santé et sécurité psychologiques en milieu de travail —
Lignes directrices

ISO 15.100

THIS DOCUMENT IS A DRAFT DRAFTED FOR COMMENT AND REVIEW. IT IS SUBJECT TO CHANGE AND MAY BE REVISED TO ADDRESS COMMENTS RECEIVED FROM PARTICIPATING MEMBERS OF THE ISO/TC 283.
IN ADDITION TO THEIR EVALUATION AS STANDARDS, TECHNICAL SPECIFICATIONS, STANDARDS, AND TECHNICAL REPORTS, INTERNATIONAL STANDARDS ARE SUBJECT TO THE ISO DISSENT PROCEDURE. COMMENTS ON THIS DRAFT ARE INVITED TO MEMBERS OF THE ISO/TC 283 AND TO NON-MEMBER ORGANIZATIONS.
APPROVED BY THIS DRAFT ARE DRAFTED FOR COMMENT AND REVIEW. IT IS SUBJECT TO CHANGE AND MAY BE REVISED TO ADDRESS COMMENTS RECEIVED FROM PARTICIPATING MEMBERS OF THE ISO/TC 283.

Commissioned by the
 Mental Health Commission of Canada

This document is circulated as received from the committee secretariat.

Reference number
 ISO/DIS 45003.02(03)

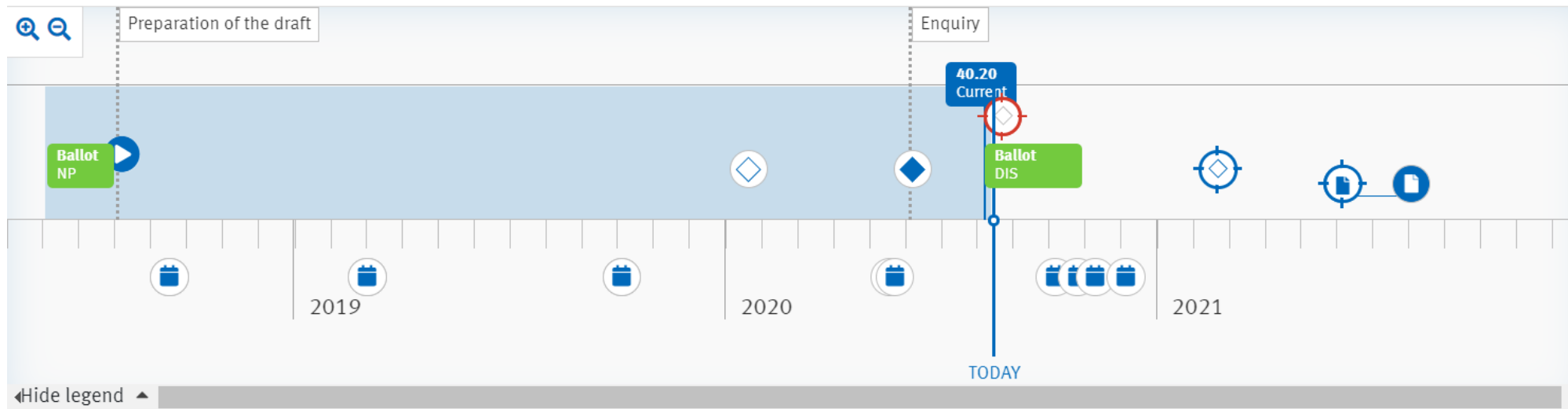
© ISO 2020

Introduction to the future ISO 45003

Timelines

Timeline

REGISTRATION DATE	TIMEFRAME	TIME SINCE REGISTRATION	IN STAGE	STATUS
2018-08-06	36 months	24 months	40.20 for 7 days	en DIS ballot ongoing



- Project approved (clock starts)
- Meeting
- Past period
- Critical period

	Target/Critical	Limit/Critical
Publication		
DIS		
Stage		

ISO 45003

The changing landscape for managing psychosocial risks

LIVE Q&A SESSION



Dr. Ivan Williams
Jimenez
Policy Development
Manager
IOSH



Dr. Carlo
Caponecchia
Senior Lecturer and
Associate Dean
Equity Diversity
and Inclusion
Faculty of Science
University of New
South Wales
(UNSW)



Dr. Priya Ragnath
Head of
Occupational Health
and Environment
Sector, Senior
principal assistant
director
Occupational
health unit
Ministry of health,
Malaysia



Dr. Aditya Jain
Associate Professor
In Human Resource
Management and
Head of the
Organisational
Behaviour/HRM
Division
Nottingham
University Business
School



Ms Sapna Mahajan
Director, Programs
and Priorities
Mental Health
Commission of
Canada



YouTube
Live streaming

Workplace ill treatment and productivity (iosh)

Exploring ill treatment at work (iosh)

Seafarers' mental health and wellbeing (iosh)

Return to work after common mental disorders study (iosh)

Mental Health First Aid in the workplace: A feasibility study (iosh)

WORKPLACE WELLBEING

The role of line managers in promoting positive mental health

Management Index (iosh)

(-) Training and SKTs

IOSH's Managing Occupational Health and Wellbeing course

Global Regulations and Policy on Mental Health and Wellbeing

erhesa with iosh

(iosh)

"Embedding psychosocial risk management strategies into business-as-usual practices still represents a major challenge for organisations to tackle"

Steve Williams, Director, ICB Research, October 2021
Health and Safety, 16 May 2022

Psychosocial risks

Introduction

Psychosocial and cultural developments have created a new paradigm for the way we work. In today's world, the work environment is more complex and dynamic than ever before. This means that organisations need to be able to respond to a wide range of psychosocial risks, from the physical to the mental, to ensure the safety, health and wellbeing of their workforce.

The occupational safety and health profession has a responsibility to ensure that the physical and mental health of workers is protected and that the work environment is safe and sound.

— ICB
— ICB
— Culture and Wellbeing
— Evidence and Research