ISO 45003: A driving force for the effective management of psychological health & safety in the workplace

ISO 45003 – The changing landscape for managing psychosocial risks
IOSH Webinar 30 Sept 2020
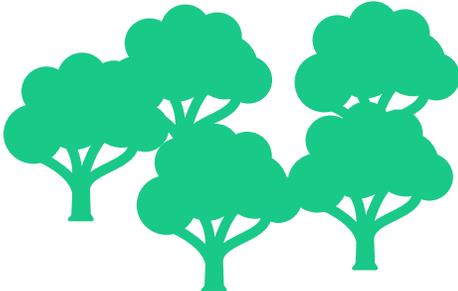Dr Carlo Caponecchia
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Why can 45003 be a driving force for the effective management of psychological health and safety?

1. Alignment within OHSMSs
2. Important guidance
3. Symbolic value
4. Readiness

The OHSMS Standards family tree

The management systems standards forest

ISO45001:2018
Occupational health and safety management systems - Requirements with guidance for use

ISO45003
Occupational health and safety management — Psychological health and safety at work : managing psychosocial risks — Guidelines

ISO45004 OHS metrics

ISO PAS 45005 OHS Management – Safe working during a pandemic

ISO45001 OHSMSs – A practical guide for small organisations

ISO45002 General guidelines for the implementation of ISO45001: 2018

Adapted from ISO45001:2018

1. Psychosocial risk within OHSMS

- 45001 and 45003 advocate the consideration and treatment of psychosocial risk within a regular safety management system
- Tailored, integrated, documented, systematic, monitored, reviewed, improved

- What values, assumptions, perspectives should apply?
  - It's part of safety, alongside other health and safety issues
- What should we do about it?
  - Prevent harm, manage risk

Challenges in psychosocial risks

Focus on health promotion/awareness

Competency gaps wrt psych hazards

Non-systemic approaches

Perceived irrelevance to safety

Focus on individual-level controls

Ownership: individuals vulnerability vs work design

Jargon and multiple terms

2. Important guidance

- Examples of hazards (Clause 6)
- Examples of risk controls (Clause 8)
- Identification/explanation of elements of an OHSMS that bear on psychosocial risk
  - eg. internal and external context (Clause 4);
  - communication and competence (Clause 7);
  - procurement (Clause 8)
- Identification of the interaction between different types of hazards (Clause 6)
  - eg. hazardous manual tasks, other hazards

3. Symbolic value

Organisations:
Here's what we should do

Workers:
Here's what we should expect

4. Readiness

- Readiness for this document has been building for a long time, due to the sustained effort of many

- Broader public awareness of work and non-work issues, and major social movements (eg. regarding sexual harassment)

- Multiple pieces of work converging
    - legislative reviews, inquiries, guidance, codes of practice, position papers, standards in particular jurisdictions, research, advocacy, injury and compensation data, media coverage

- COVID-19 has drawn even more attention to psychological health at work (WHO, 2020; Godderis & Luyten, 2020; Caponecchia & Mayand, 2020; Tan et al., 2020; Holmes et al., 2020).

- Holmes., E. A. et al., (2020). Multidisciplinary research priorities for the COVID-19 pandemic: a call for action for mental health science. *The Lancet Psychiatry*, 7, 6, 547-560

- WHO (March 2020) Mental health and psychosocial considerations during the COVID-19 outbreak https://apps.who.int/iris/bitstream/handle/10665/331490/WHO-2019-nCoV-MentalHealth-2020.1-eng.pdf

- Tan, W. et al (2020) Is returning to work during the COVID-19 pandemic stressful? A study on immediate mental health status and psychoneuroimmunity prevention measures of Chinese workforce. *Brain Behav & Immunity*,87, 84-92.

- Caponecchia, C & Mayland, E (2020). Transitioning to job redesign: improving workplace health and safety in the COVID-19 era. *Occu Environ Med*, http://dx.doi.org/10.1136/oemed-2020-106969

- Godderis L, Luyten J. (2020). Challenges and opportunities for occupational health and safety after the COVID-19 lockdowns. *Occup Environ Med* ,**77**:511–2.doi:10.1136/oemed-2020-106645

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