Standardising the standard for psychosocial risk management

Iván Williams Jiménez, PhD
Research advisor

6th European Conference on standardization, testing and certification in the field of occupational safety and health

Be smart, stay safe together – Innovative products and workplaces

12-14 June 2019 Dresden, Germany

The present context

- We need to be conscious that the current approach is not working

- Historically, there's been a lack of standards for psychosocial risk management as opposed to other similar areas

- Organisations have found it easier to focus on the physical element than on its psychological

- Recent calls are demanding fit for purpose regulations

- IOSH advocates that mental wellbeing is to be given the same priority as physical health in the workplace
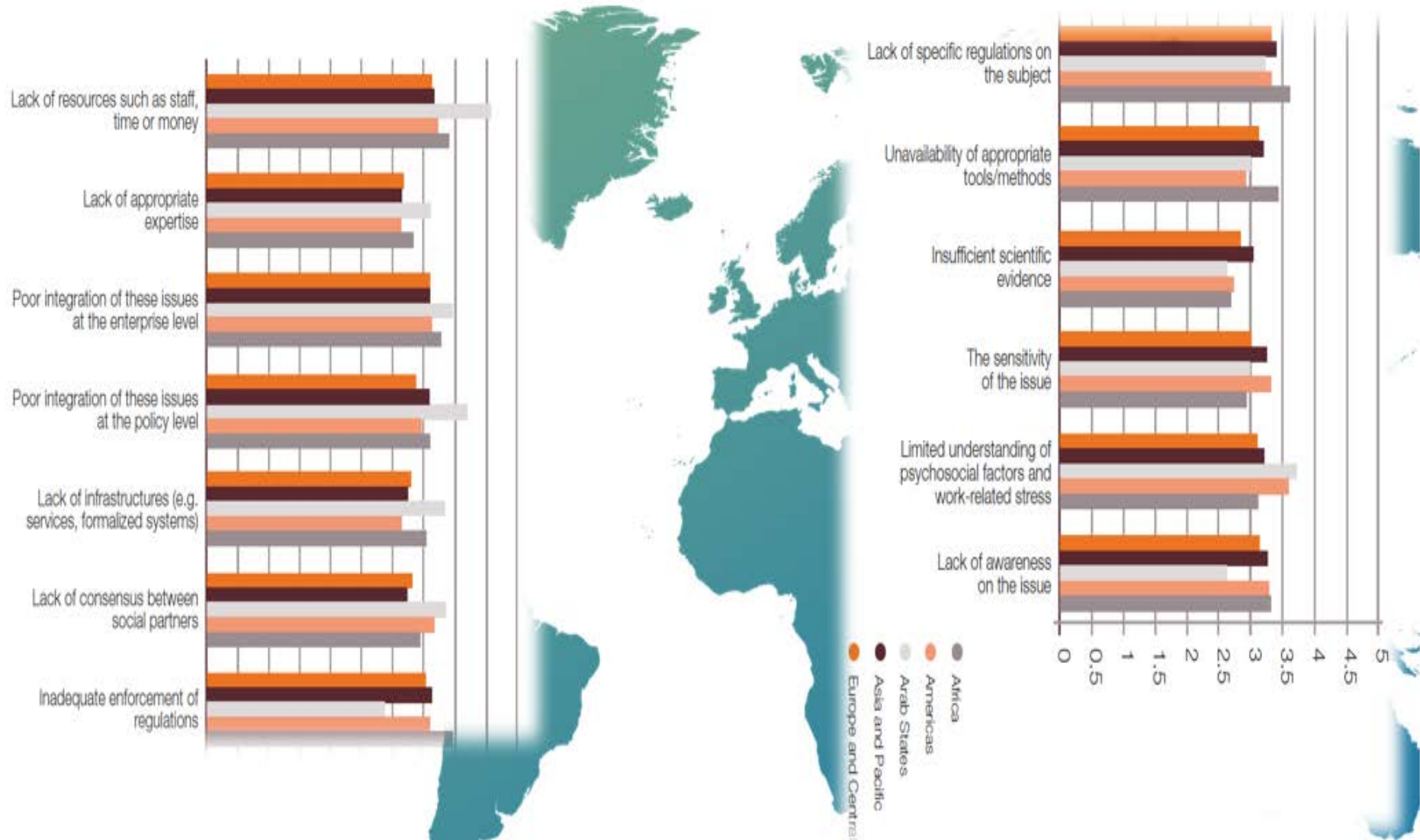
The imperative need

- There's an ongoing shift from the requirement to ensure workplaces are physically safe to a new situation that prioritises the embedding of psychological safety, health and wellbeing

- Organisations are beginning to recognise that a proactive approach to the management of psychosocial risks can act as a driver to significant long-term benefits

- Being more strategic and targeted when it comes to managing psychosocial risks in the workplace makes business sense

Trends in the workplace (WEF, 2019)

- Complex transformations—societal, technological and work-related—are having a profound impact on people's lived experiences

- A common theme is **psychological stress** related to a feeling of lack of control in the face of uncertainty

- Declining psychological and emotional wellbeing is affecting the **wider global risks landscape**

WORLD
ECONOMIC
FORUM

COMMITTED TO
IMPROVING THE STATE
OF THE WORLD

Insight Report

**The Global Risks
Report 2019
14th Edition**

In partnership with Marsh & McLennan Companies and Zurich Insurance Group

Barriers and challenges (ILO, 2016)

Barriers and challenges

Embedding psychosocial risk management into business-as-usual is a challenge that organisations need to face

- <u>How</u> can we integrate psychosocial risk management into our existing systems, processes, and structures?

- <u>What</u> do we integrate?

- <u>Whose</u> responsibility is it?

Management systems, a possible solution?

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
	Guide	WHO	2003	Psychological harassment at work
	Guide	WHO	2004	Work organization and stress
	Guide	WHO	2007	Raising awareness of stress at work in developing countries
	Guide	WHO	2008	PRIMA-EF – Guidance on the European framework for psychosocial risk management
	Guide	ILO	2012	Stress prevention at work checkpoints
	Code	EU ESP	2004	Framework agreement on work-related stress
	Code	EU	2007	Framework agreement on harassment and violence at work
	Standard	MHCC	2013	Psychological health and safety in the workplace
	Guide	HSE	2007	HSG 218 Managing the causes of work-related stress
	Guide	BSI	2011	PAS 1010 Guidance on the management of psychosocial risks in the workplace

This is a preview. To view the full content, please purchase this document.

PAS 3002:2018
Incorporating Corrigendum No. 1

Code of practice on improving health and wellbeing within an organization

Source: WHO, 2017

ISO 45001 (BSI, 2018)

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"*

Promotes a holistic and proportionate approach and good OSH management to be integrated within health, safety and wellbeing initiatives

It highlights the importance of tailored strategies based on the context of organisations

ISO/TC 283/WG 02 Psychological Health and Safety - Guidelines

The proposed standard will provide guidance on the requirements of ISO 45001 with respect to managing psychological health and safety risk within an OH&S 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 <u>workers and other interested parties</u>
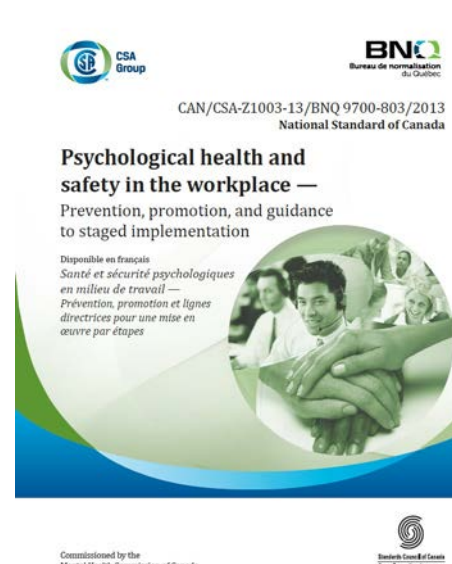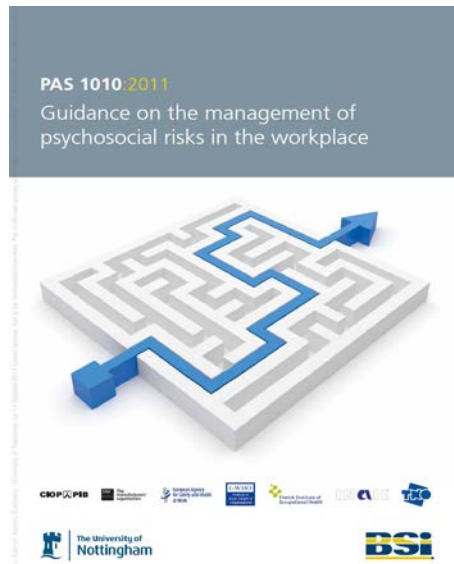
How to progress from where we are?
(Ernst & Young, 2017)

- There's still a need for putting <u>work environment/design</u> as a priority

- Organisations need to incorporate these risks into corporate risk management and business operations

- Assurance and reporting: there's a need for appropriate board and executive reporting for psychosocial risks

- <u>Systems</u> and structures: appropriate psychosocial risk policies and programs geared toward promoting employee mental health and wellbeing

- Psychosocial risk management would not be approached solely through an OSH or HRM perspective but from a strategic perspective both at organizational and at policy level (Langenhan, Leka & Jain, 2013)

Thanks for your attention

Iván Williams Jiménez
OSH Research adviser
IOSH
ivan.williams@iosh.com

6th European Conference
on standardization, testing and certification in
the field of occupational safety and health

12-14 June 2019 Dresden, Germany

Be smart,
stay safe together –
Innovative products and
workplaces

Works cited

- BSI. Field, K. Health and Wellbeing in the workplace. A white paper, 2018

- EY Australia. The plus side of mental health. The imperative of a proactive approach, 2017

- Langenhan, M., Leka, S., & Jain, A. (2013). Psychosocial risks: Is risk management strategic
- enough in business and policy making? Safety & Health at Work, 4(2), 87-94.

- Papkalla U, Collison J; International minimum requirements for health protection at the workplace. Geneva: World Health Organization; 2017. Licence: CC BY-NC-SA 3.0 IGO

- Shain, M. (2016). The law, the standard and evolution of the employment relationship. Unpublished manuscript, Neighbour at Work Centre, Ontario, Canada. https://www.hrpa.ca/Documents/Public/Thought-Leadership/The-Evolution-of-Workplace-Mental-Health-in-Canada.pdf

- World Economic Forum. The Global Risk Report 2019, 14th edition. 2019 http://www3.weforum.org/docs/WEF_Global_Risks_Report_2019.pdf