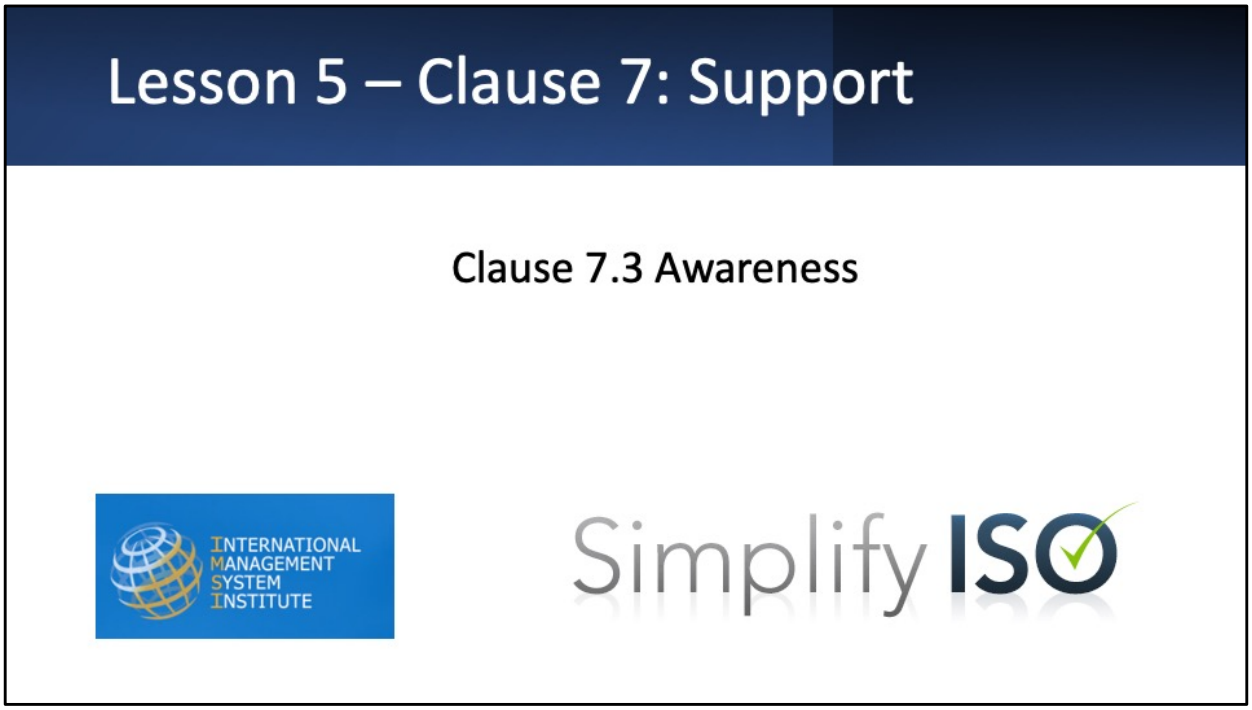
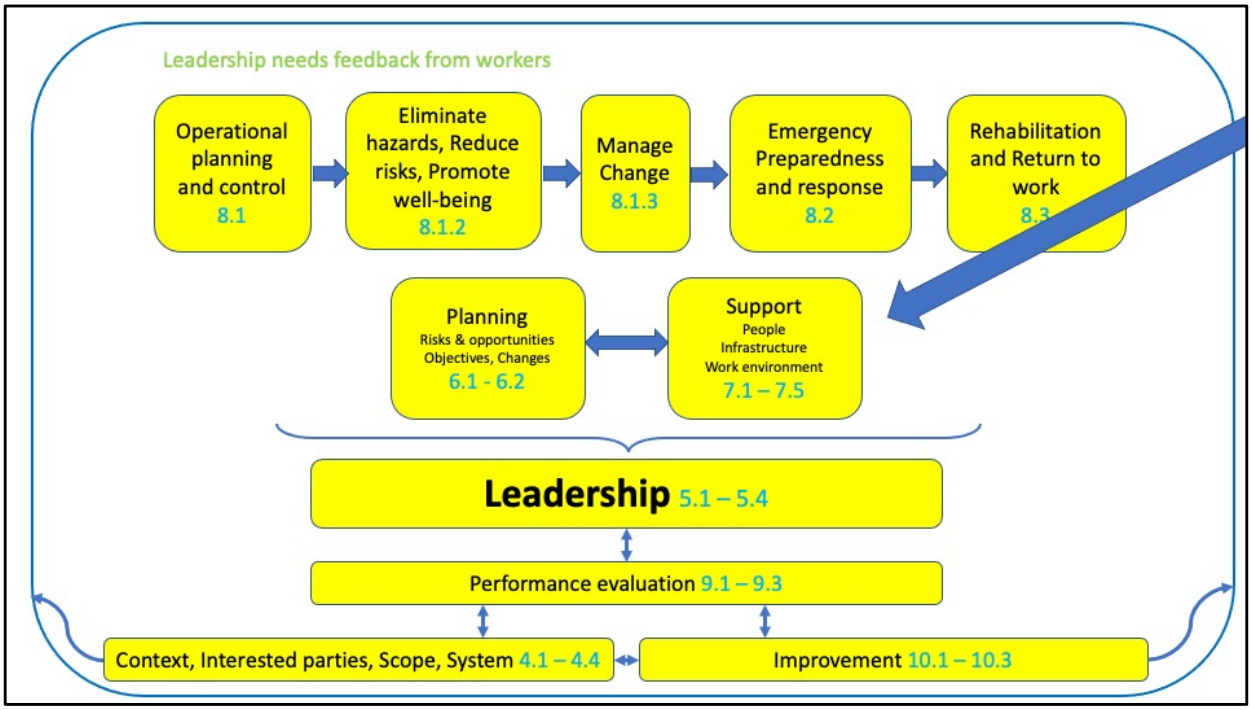


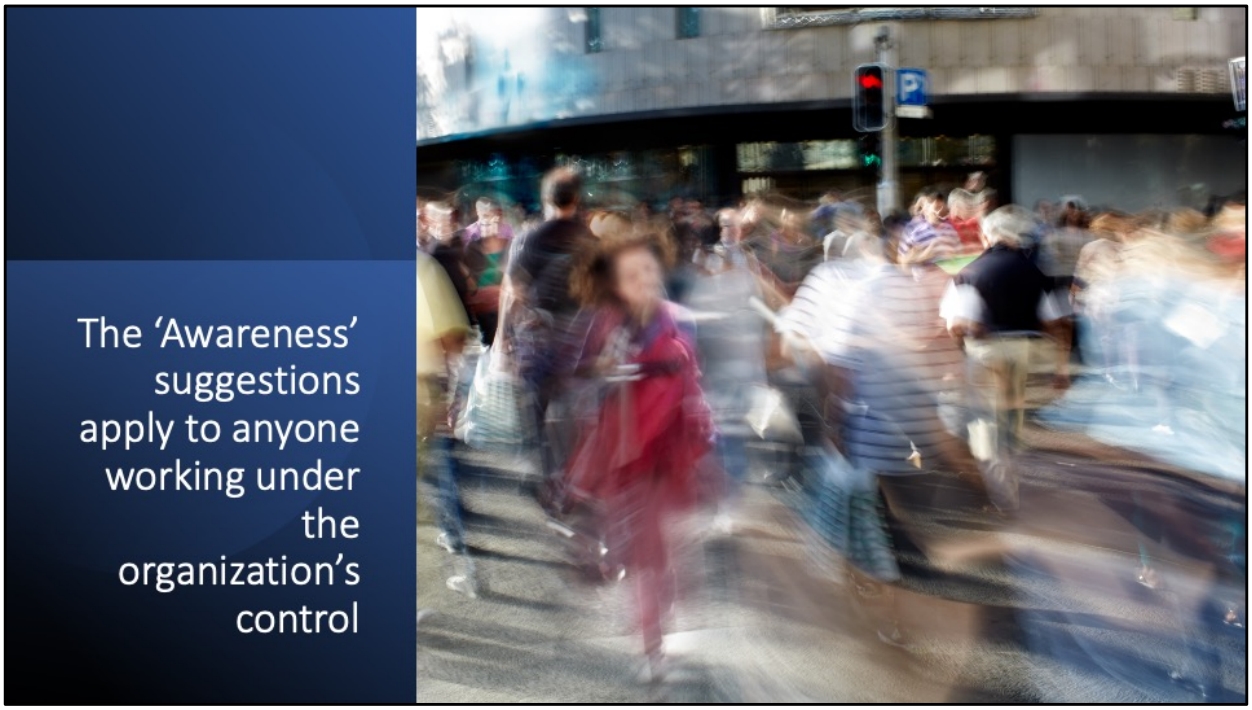
7.3 Awareness

These are 'add-ons' for ISO 45001 – ISO 45003 is **guidance** for managing psychosocial risks at work, not **requirements** like ISO 45001



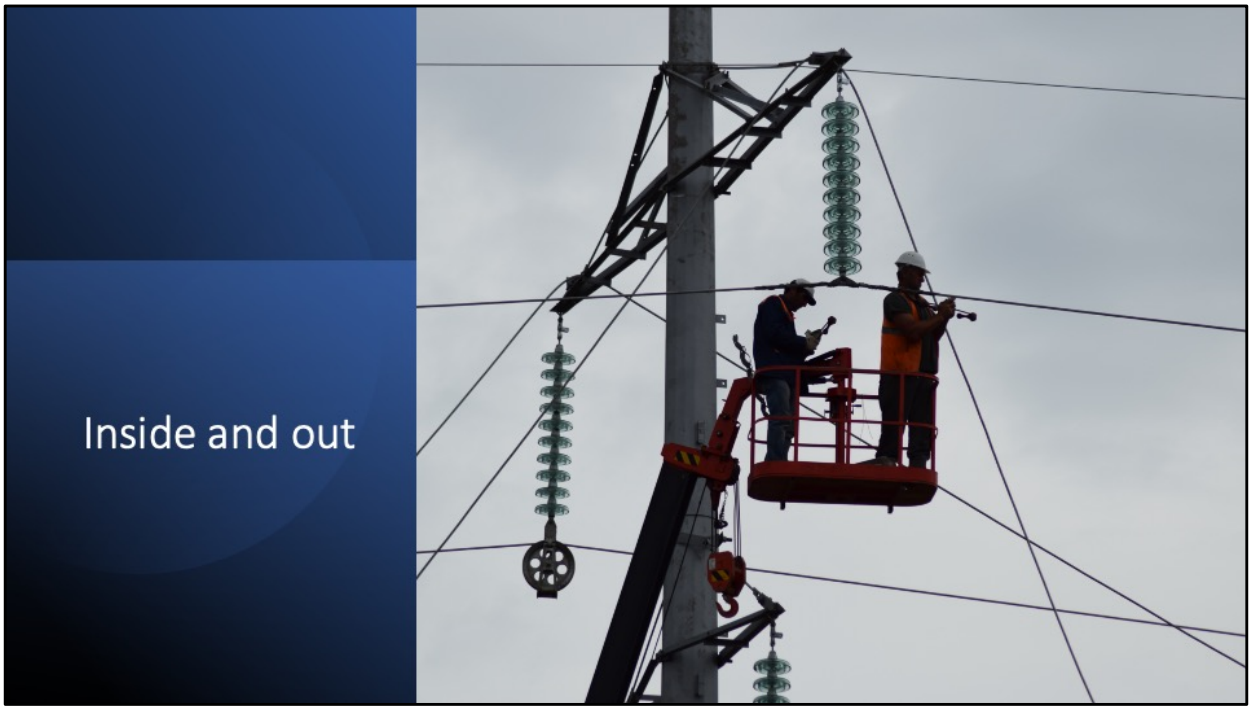
This is the next part of Clause 7 – Awareness

These are 'add-ons' for ISO 45001 – ISO 45003 is **guidance** for managing psychosocial risks at work, not **requirements** like ISO 45001



7.3.1 As appropriate, the organization should inform workers and other relevant interested parties

7.3.1 As appropriate, the organization should inform workers and other relevant interested parties of factors in the workplace that can:
a) affect health, safety and well-being at work;



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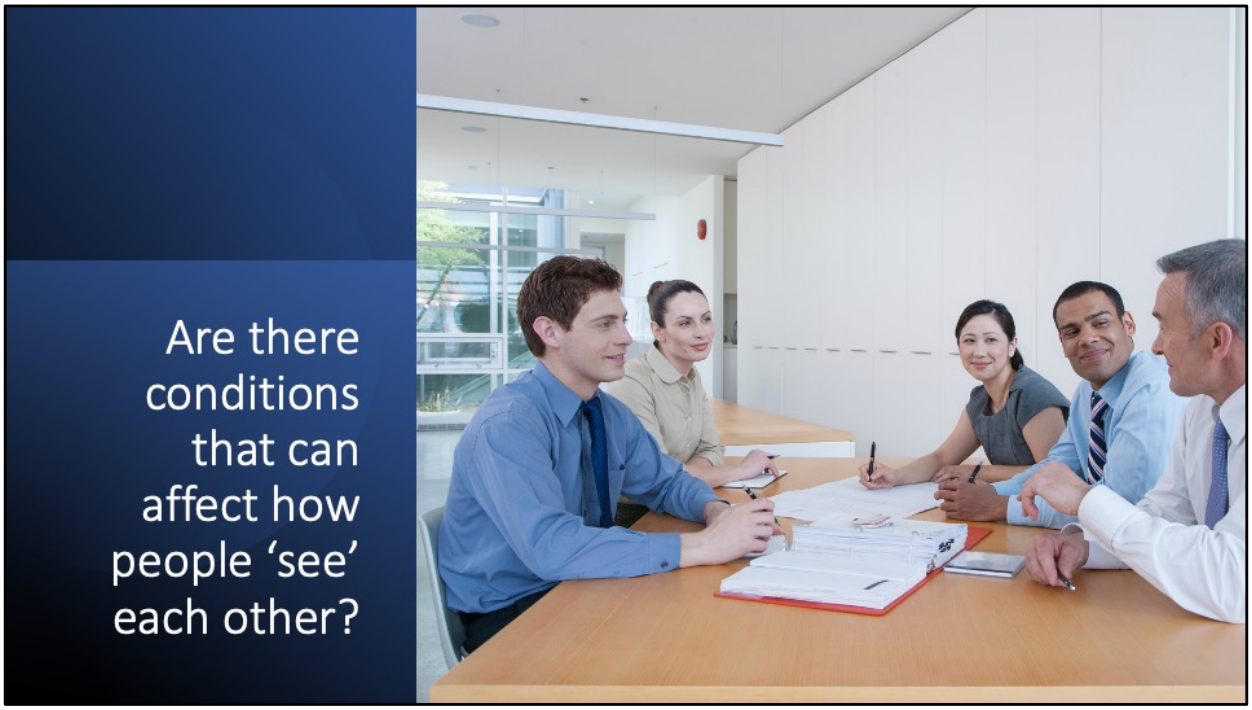
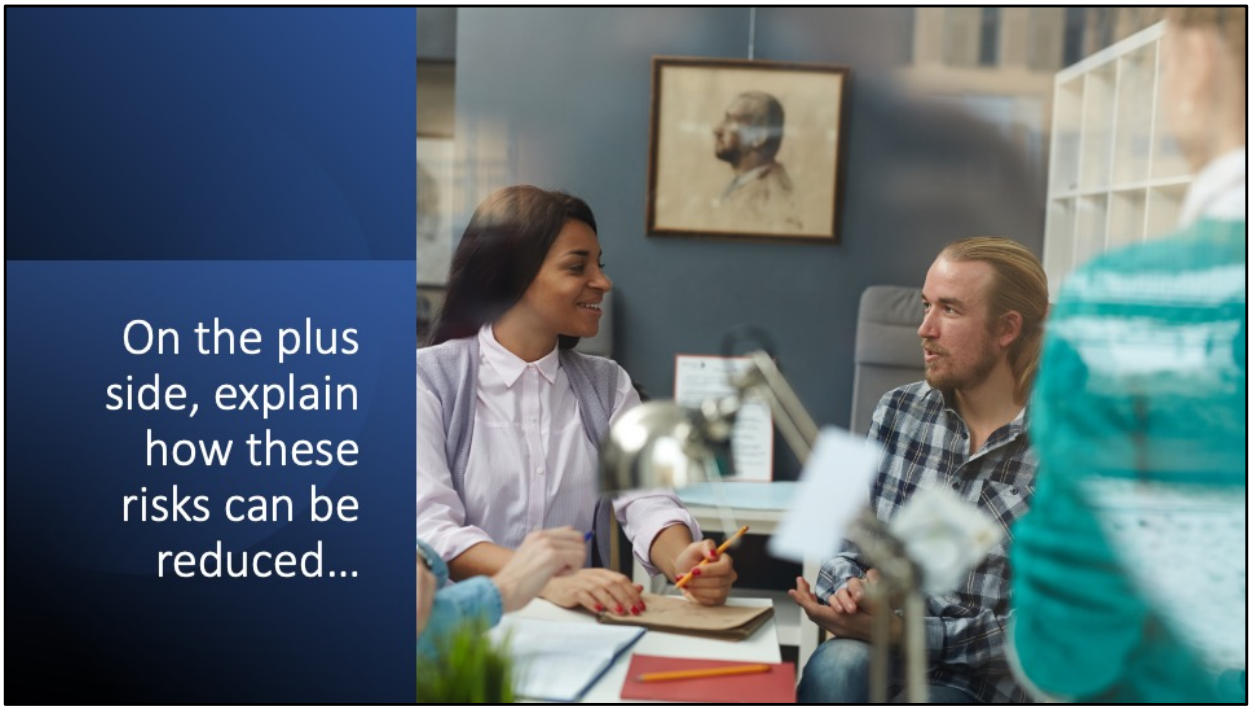


Inform workers and other relevant interested parties of factors in the workplace that can:
b) potentially create or increase stigma and/or discrimination;

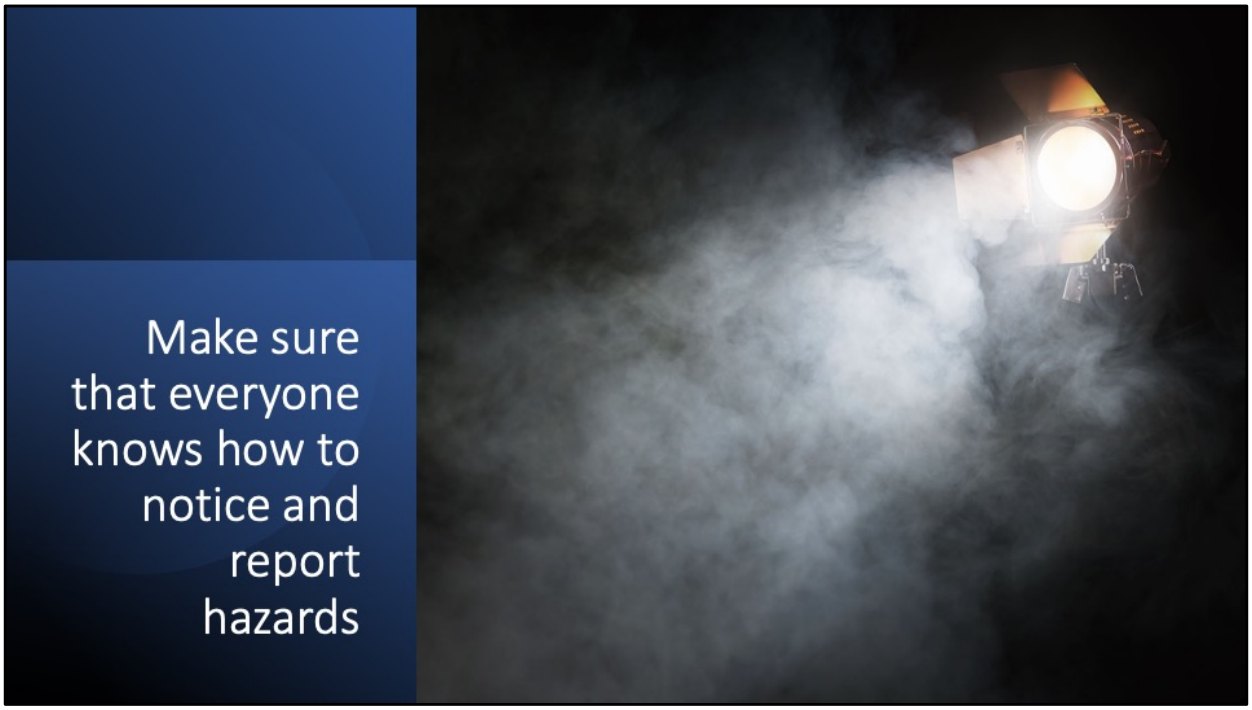


Inform workers and other relevant interested parties of factors in the workplace that can:
c) reduce psychosocial risks;

Inform workers and other relevant interested parties of factors in the workplace that can:

d) support their roles and responsibilities to promote health and safety and enhance well-being at work.

7.3.2 When developing awareness of psychosocial risk, take into account:
a) the importance of top management support for reporting psychosocial hazards and protection from reprisals for such reporting;

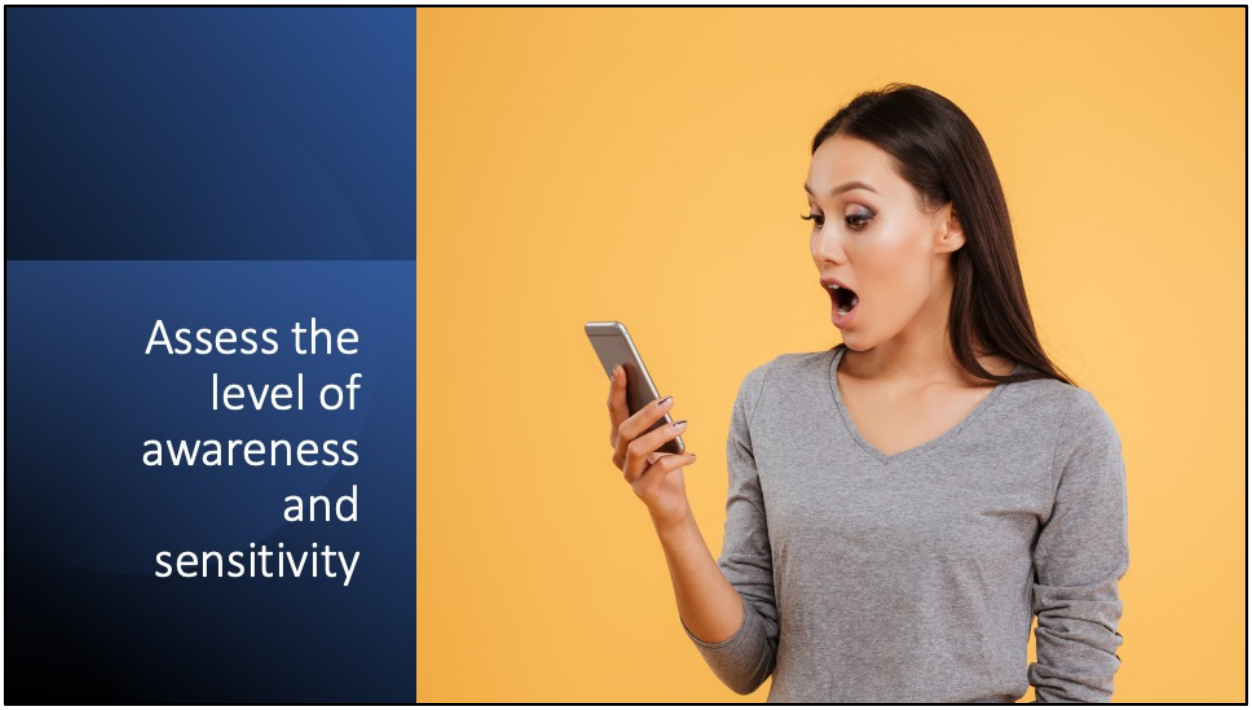


7.3.2 When developing awareness of psychosocial risk, the organization should take into account:

b) actions that workers can take to address psychosocial hazards and how the organization is expected to respond;

7.3.2 When developing awareness of psychosocial risk, the organization should take into account:

c) the potential benefits of sharing experiences and best practice by workers and other interested parties;



7.3.2 When developing awareness of psychosocial risk, the organization should take into account:

d) existing knowledge and training of workers and other interested parties;

7.3.2 When developing awareness of psychosocial risk, the organization should take into account:

e) the need to embed and integrate awareness of psychosocial risks in processes and policies (e.g. during new worker orientation);

7.3.2 When developing awareness of psychosocial risk, the organization should take into account:

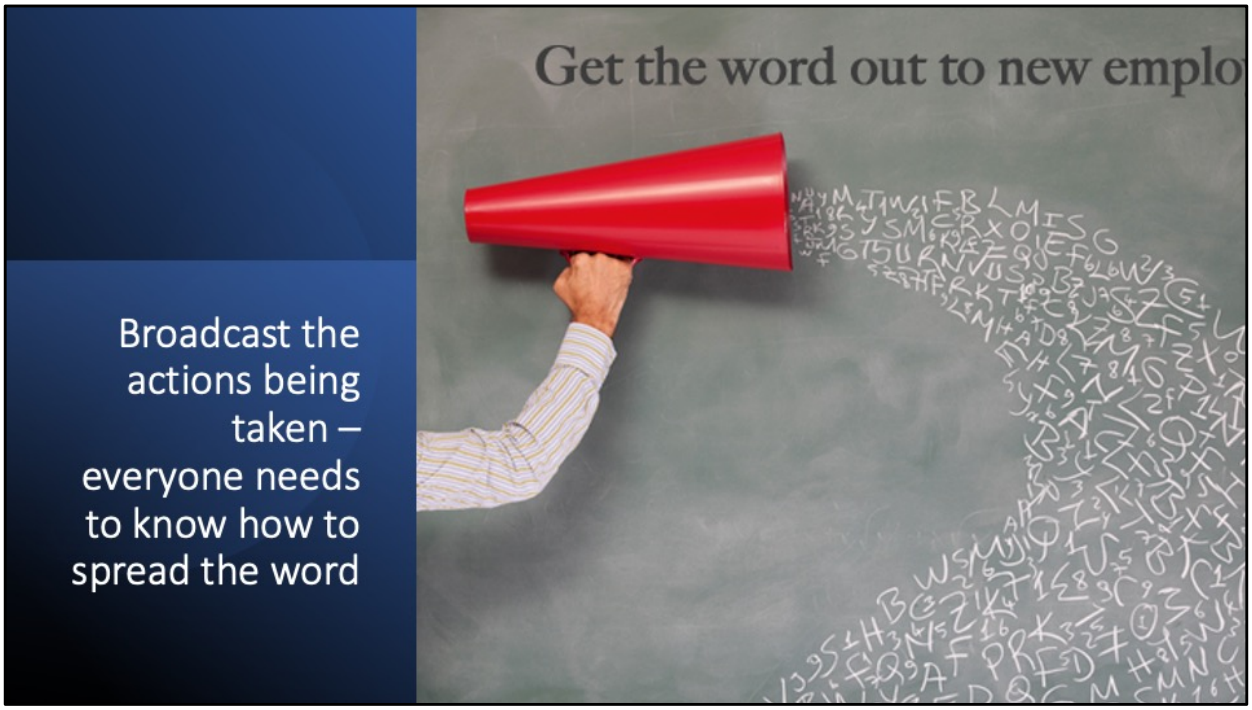
f) opportunities provided by existing events and meetings (e.g. whole organization events, regular staff meetings);

7.3.2 When developing awareness of psychosocial risk, the organization should take into account:

g) the risks, opportunities and impacts arising from changes in the workplace;

7.3.2 When developing awareness of psychosocial risk, the organization should take into account:

h) the need to identify and take actions to eliminate stigma and/or discrimination.



The organization should make workers and other interested parties aware of the actions it is taking to manage psychosocial risks,

This should include actions to encourage reporting of psychosocial hazards, reduce fear of reprisals associated with reporting, and promote trust in its OH&S management system.

Time for the Quiz!

You'll need your copy of ISO 45003 to answer the quiz questions

INTERNATIONAL STANDARD

ISO 45003

First edition
2021-06

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

Management de la santé et de la sécurité au travail — Santé psychologique et sécurité au travail — Lignes directrices pour la gestion des risques psychosociaux

Reference number
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