

## Lesson 3 – Clause 5: Leadership & Worker Participation

Clause 5.1 has the requirements for Leadership and Commitment

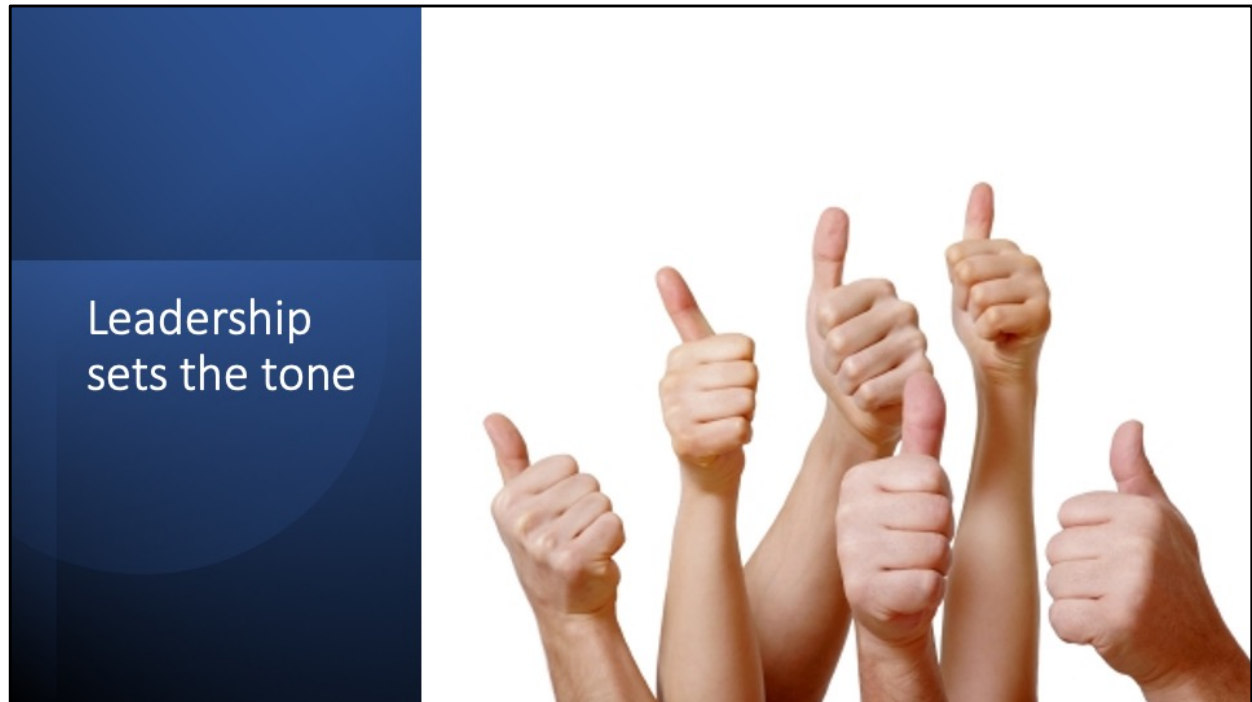


### **5 Leadership and worker participation**

#### **5.1 Leadership and commitment**

The successful management of psychosocial risk calls for a commitment throughout the organization.

Top management should lead this, and managers and workers at all levels should assist in its implementation

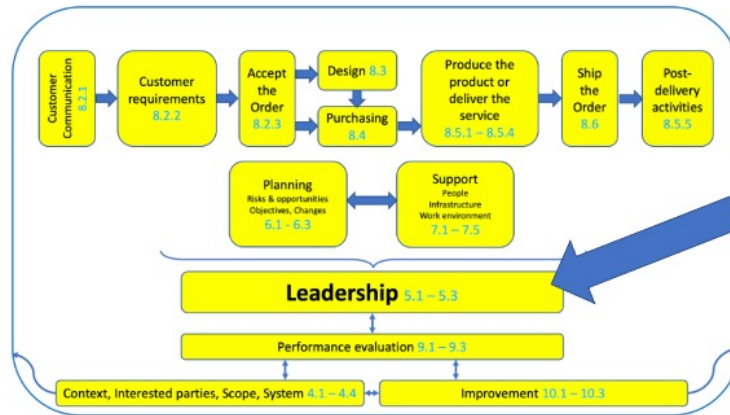


### **5.1 Leadership and commitment**

The successful management of psychosocial risk calls for a commitment throughout the organization.

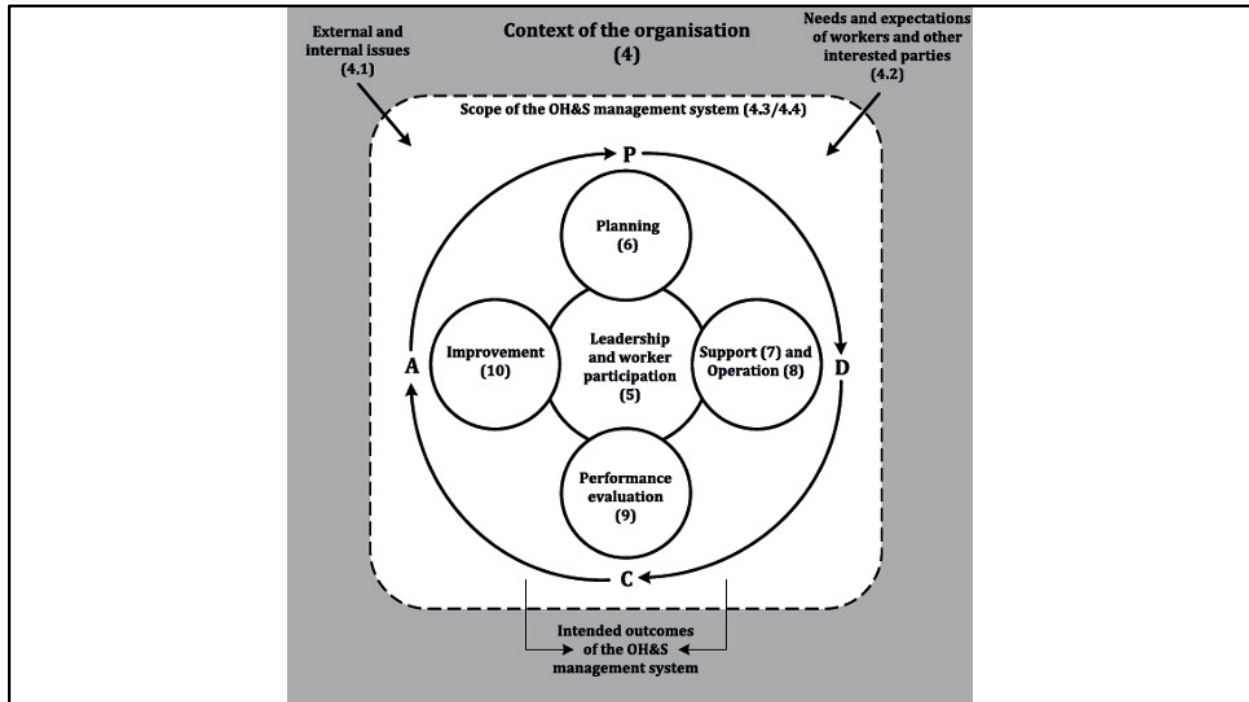
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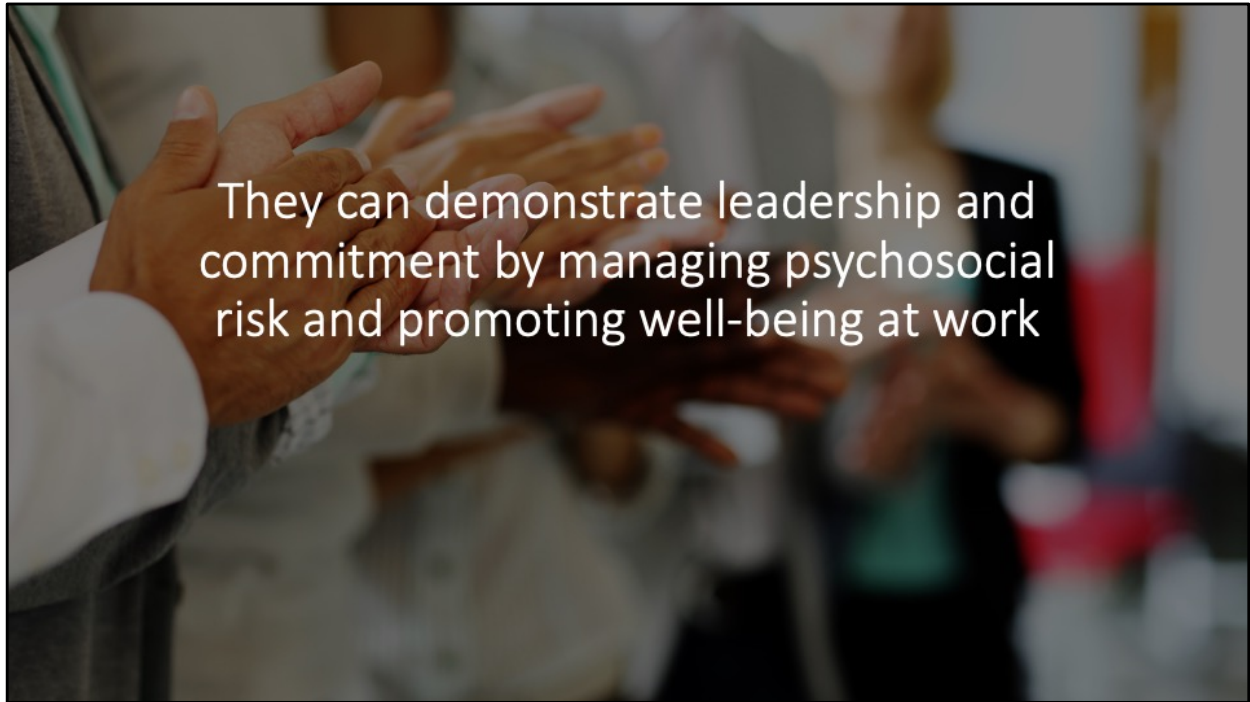
Leadership  
impacts your  
entire  
management  
system



Top management should:

a) demonstrate leadership and commitment to managing psychosocial risk and to promoting well-being at work;





How can leaders promote well-being at work?

a) demonstrate leadership and commitment to managing psychosocial risk and to promoting well-being at work;



They need to identify, monitor and be aware of their roles and responsibilities with respect to managing psychosocial risks

b) identify, monitor and be aware of its roles and responsibilities with respect to managing psychosocial risks;

Determine the  
resources  
needed and  
make them  
available in a  
timely and  
efficient manner



c) determine the resources needed and make them available in a timely and efficient manner;

They must reinforce the sustainability of managing psychosocial risk by including it in strategic plans and existing systems, processes and reports



d) reinforce the sustainability of managing psychosocial risk by including it in strategic plans and existing systems, processes and reporting structures;



Protect workers from reprisals and/or threats of reprisals for reporting incidents, hazards, risks and opportunities



e) protect workers from reprisals and/or threats of reprisals for reporting incidents, hazards, risks and opportunities;

Communicate  
how whistle-  
blowers, victims,  
witnesses and  
those who report  
or raise  
workplace  
psychosocial risk  
concerns will be  
protected



f) communicate how whistle-blowers, victims, witnesses and those who report or raise workplace psychosocial risk concerns will be protected;

Obtain and provide feedback to determine the effectiveness of managing and preventing psychosocial risk within the OH&S management system, both in implementation and operation

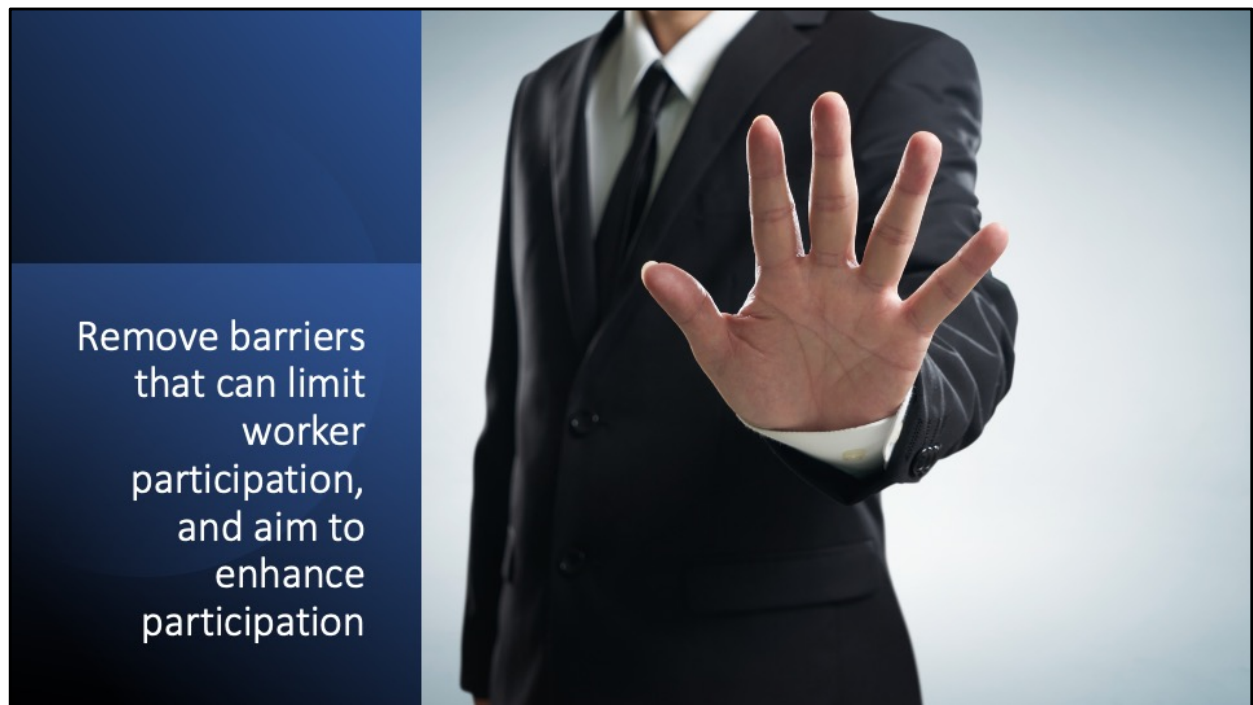


g) obtain and provide feedback to determine the effectiveness of managing and preventing psychosocial risk within the OH&S management system, both in implementation and operation;

Empower workers  
and ensure they are  
competent to fulfil  
their roles and  
responsibilities to  
identify and  
manage  
psychosocial risk




h) empower workers and ensure they are competent to fulfil their roles and responsibilities to identify and manage psychosocial risk;



Remove barriers  
that can limit  
worker  
participation,  
and aim to  
enhance  
participation

i) remove barriers that can limit worker participation, and aim to enhance participation;

A photograph of a person with long dark hair, seen from the back, wearing a light blue button-down shirt. They are holding a black microphone in their right hand and gesturing with their left hand. They are standing in front of a blurred audience of people seated in rows. The background is a plain, light-colored wall.

Actively engage workers in a  
continual dialogue on the  
management of psychosocial risks

j) actively engage workers in a continual dialogue on the management of psychosocial risk;





k) support and encourage workers to actively participate in the management of psychosocial risk in the workplace

Create a Form  
for Top  
Management  
to Keep Track  
of Their  
Activities

## LEADERSHIP EVIDENCE FORM

Use this form to maintain evidence

Date

Click and choose today's date

**Taking accountability for the effectiveness of the Management System (MS)**

Decide how management will prove that they did this and type it into the box. You can edit it at any time. Then review it at Management Review (9.3.2)

**Promoting the use of the Process Approach and Risk-based Thinking**

Decide how management will prove that they did this and type it into the box. You can edit it at any time. Then review it at Management Review (9.3.2)

**Resource availability**



Time for the Quiz!

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

