

Lesson 5 – Clause 7: Support

Clause 7.2.1 – Competence

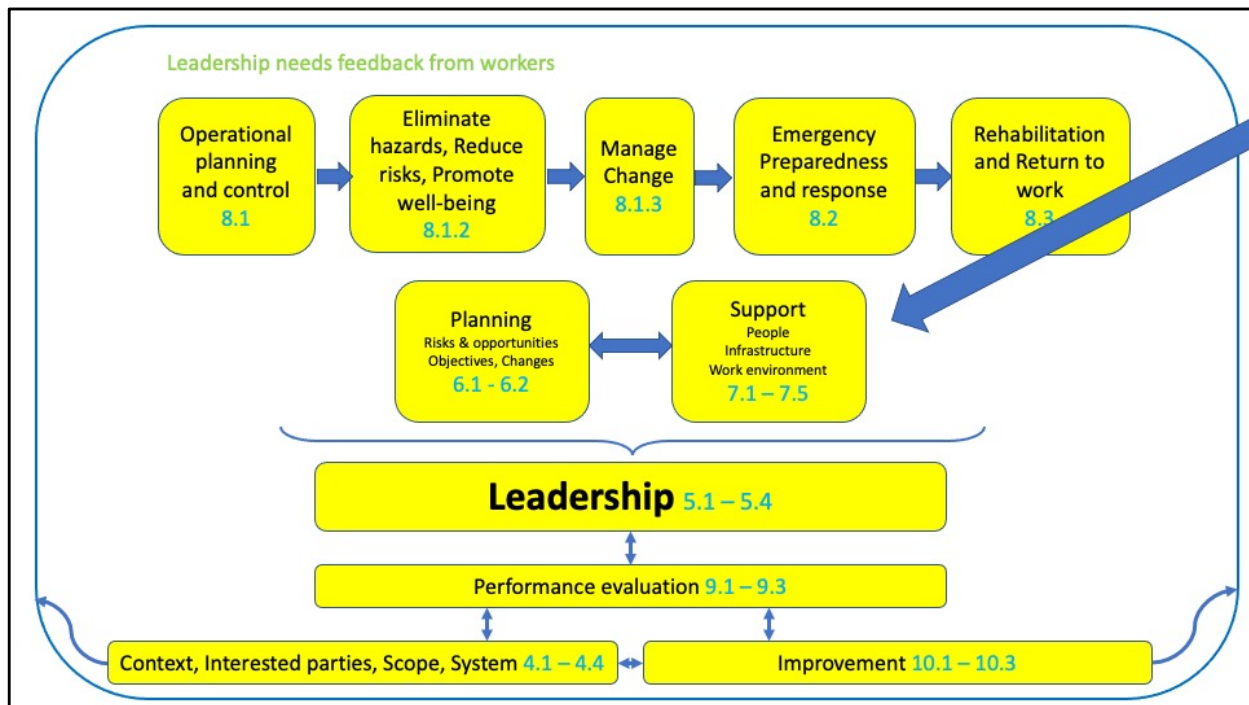


Simplify ISO 

7.2 Competence

7.2.1

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



7.2.1 The organization should:

- a) develop the competence necessary to identify psychosocial hazards and manage psychosocial risks (e.g. understanding how psychosocial hazards can interact with one another and other hazards, and the nature and scope of their potential outcomes);



Take action to support workers to acquire and maintain competence

Take actions, including training and professional development as appropriate, to support workers to acquire and maintain the necessary competence;



People need
to be
competent to
implement
measures

Ensure that workers and other relevant interested parties have the competence to implement the measures and processes necessary for the prevention of psychosocial risks;

Everyone
needs to
know how to
recognize and
report
concerns



Ensure that workers and other relevant interested parties understand the processes for reporting or raising concerns;



Get relevant external advice if this knowledge is not available in the organization;

Make sure
that
interventions
were
effective



Evaluate the effectiveness of the actions taken to ensure competence;

Diversity has
to be
addressed
effectively



Take into account the needs, experience, language skills, literacy and diversity of individual workers.

Time for the Quiz!

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

