

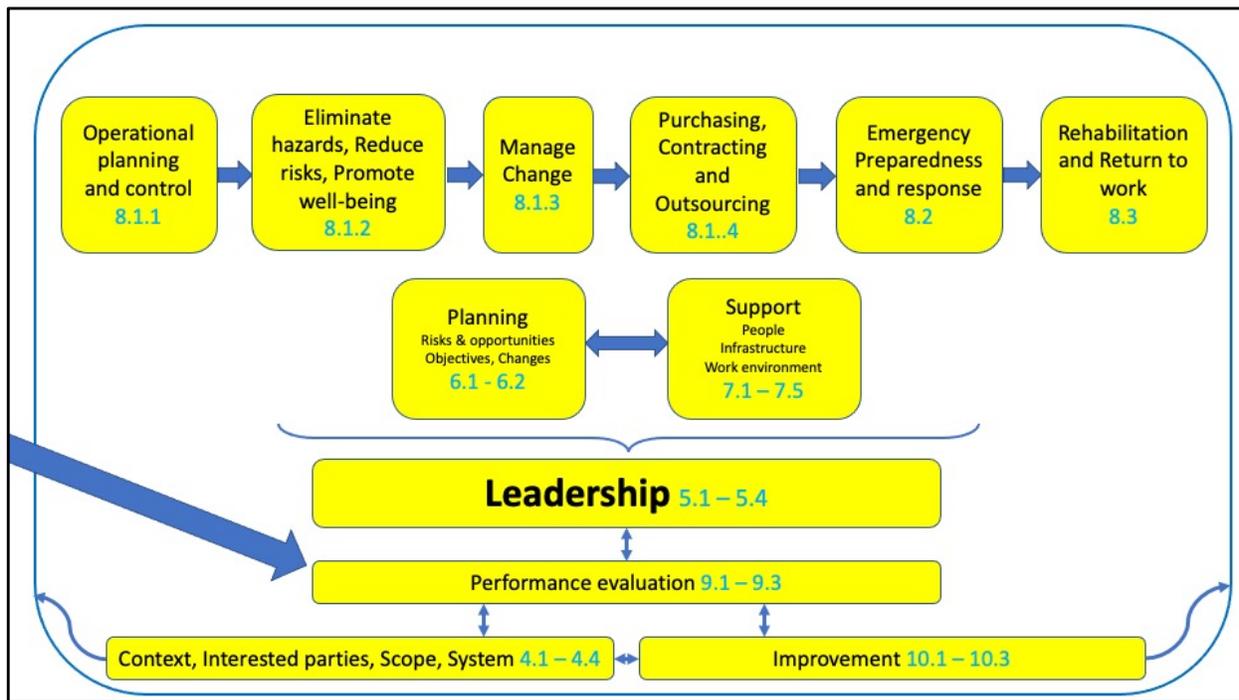
Lesson 7 – Clause 9: Performance Evaluation

Clause 9.3 Management Review



Simplify ISO 

The "Simplify ISO" logo is positioned in the bottom right area. The word "Simplify" is in a grey, sans-serif font. "ISO" is in a larger, bold, dark blue font. A green checkmark is integrated into the top right corner of the letter "O". The entire logo has a subtle reflection effect below it.



9.3 Management review

Top management should:

- a) review the organization's management of psychosocial risk at planned intervals;
- b) use the results from the analysis and evaluation during the management review process;
- c) evaluate the overall adequacy, suitability and effectiveness of its activities to manage psychosocial risk;
- d) assess opportunities for improvement and the need for changes, and use the results of the management review as the basis for continual improvement activities;
- e) retain documented information of the management reviews.

9.3.2 Input to management reviews relating to psychosocial risk should include:

- a) results of audits and evaluations of compliance with applicable legal requirements and with other requirements to which the organization subscribes;
- b) the results of participation and consultation;
- c) the psychosocial risk performance of the organization;
- d) OH&S data and other data (e.g. support services, disability plans, compensation schemes);
- e) the status of incident investigations and corrective actions taken to prevent

psychosocial risks to workers.

Top management should communicate relevant results of the management review in relation to psychosocial risk to workers and other interested parties, as appropriate.

Top
Management
wants to know
what's really
going on!



9.3.1 Management review ensures that top management remains informed on psychosocial risk performance on a regular basis and the extent to which the organization has met its policy and objectives for the management of psychosocial risks. The results from monitoring and measuring provide the basis for analysis during the management review process and are used to evaluate the overall adequacy, suitability and effectiveness of its activities to manage psychosocial risk. Evidence-based decision-making is key for continually improving the effectiveness of the OH&S management system

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Evidence-based decision-making is crucial for improving effectiveness



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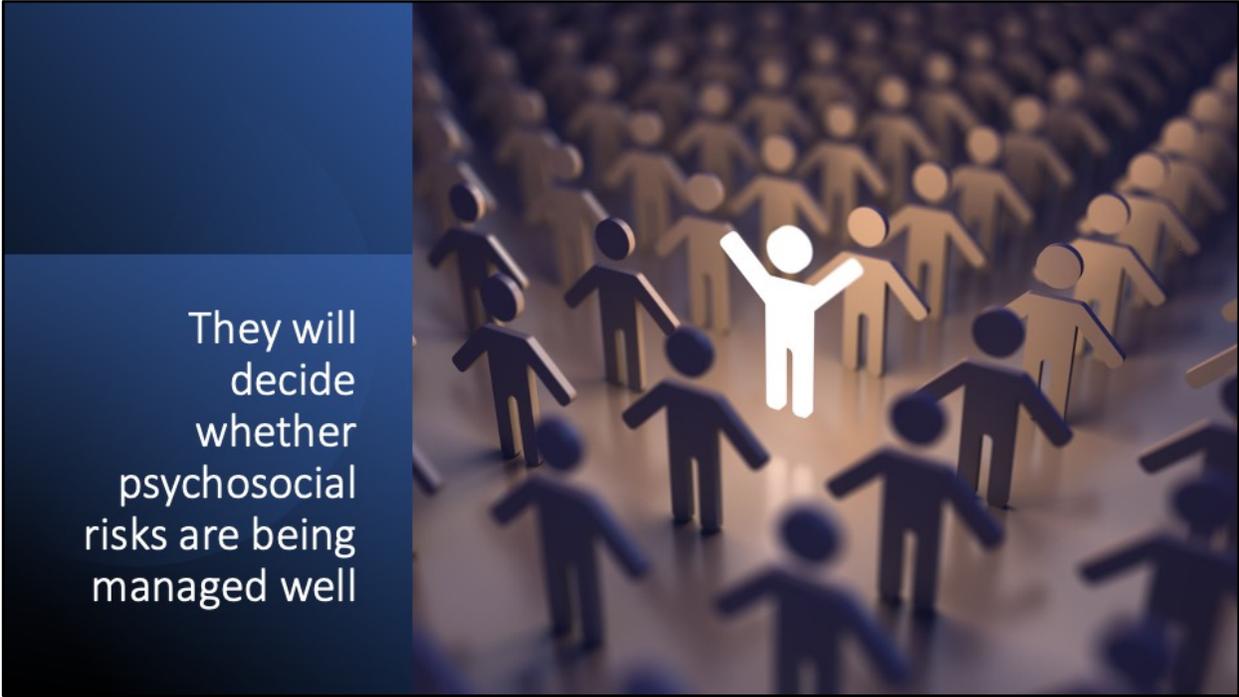
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They'll review
the results
from
monitoring and
measuring to
make decisions



b) use the results from the analysis and evaluation during the management review process;

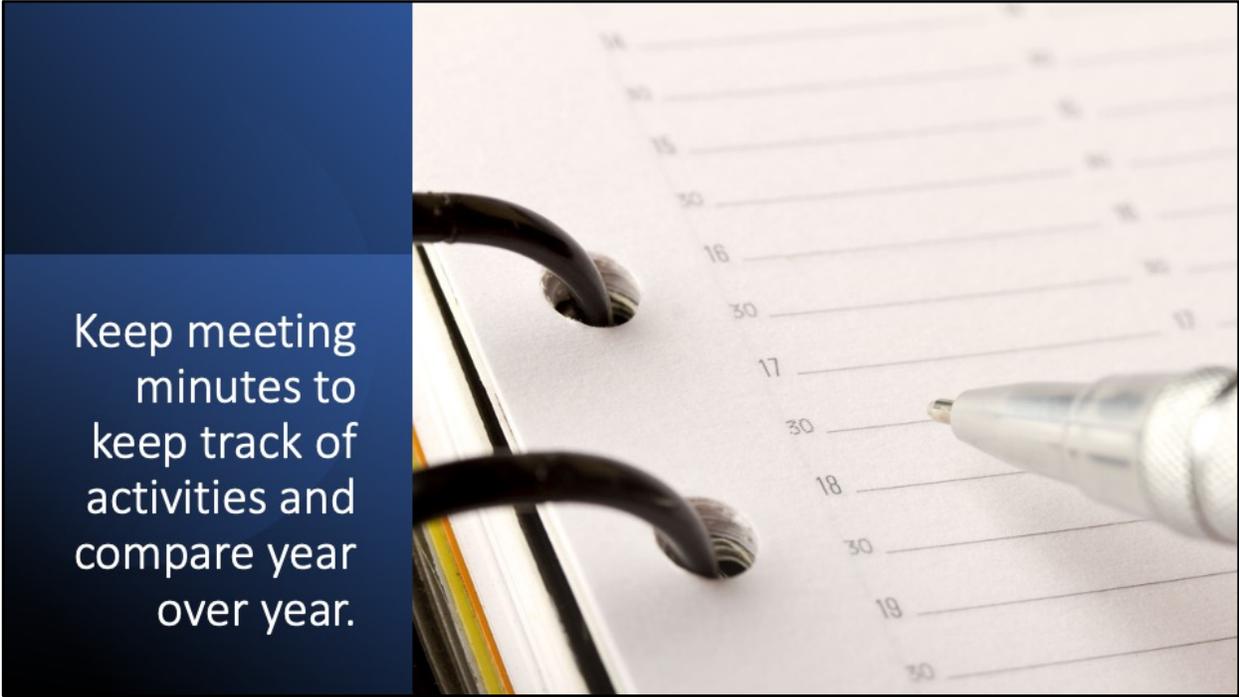


They will
decide
whether
psychosocial
risks are being
managed well

c) evaluate the overall adequacy, suitability and effectiveness of its activities to manage psychosocial risk;



d) assess opportunities for improvement and the need for changes, and use the results of the management review as the basis for continual improvement activities;



Keep meeting minutes to keep track of activities and compare year over year.

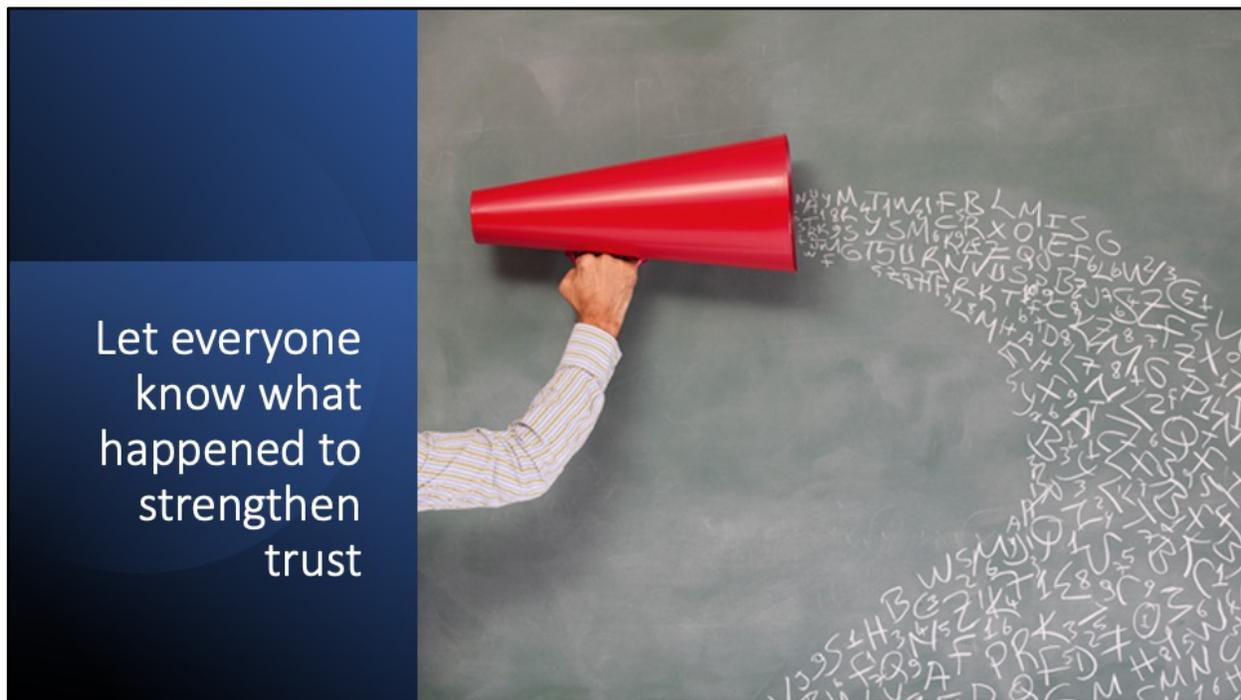
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The Review meeting needs an agenda

- results of audits and evaluations of compliance with applicable legal requirements and with other requirements to which the organization subscribes;
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Time for the Quiz!

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

