Lesson 4 – Clause 6: Planning

Clause 6.1.1 – Planning to Identify Risks and Opportunities

6 Planning
6.1 Actions to address risks and opportunities
6.1.1 General

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

'Planning' Begins With Identifying Risks and Opportunities

6.1.1 General

6.1.1.1 The organization should consider the issues referred to in <u>Clause 4</u> and determine the risks and opportunities

What kinds of risks and opportunities?

Examples:

Psychosocial hazards
Injury prevention
'Return to work' ideas
Promoting well being at work
Managing risks with a system

6.1.1 General

6.1.1.1 The organization should consider the issues referred to in <u>Clause 4</u> and determine the risks and opportunities that need to be addressed, including:

a) psychosocial hazards;

b) prevention of injury and ill-health;

c) strategies for workers returning to work;

d) opportunities for improvement, including promotion of well-being at work;

e) the development, review and maintenance of systems, processes and reporting structures with relevance to the management of psychosocial risk.

The organization should prioritize actions based on its assessment of psychosocial risks.
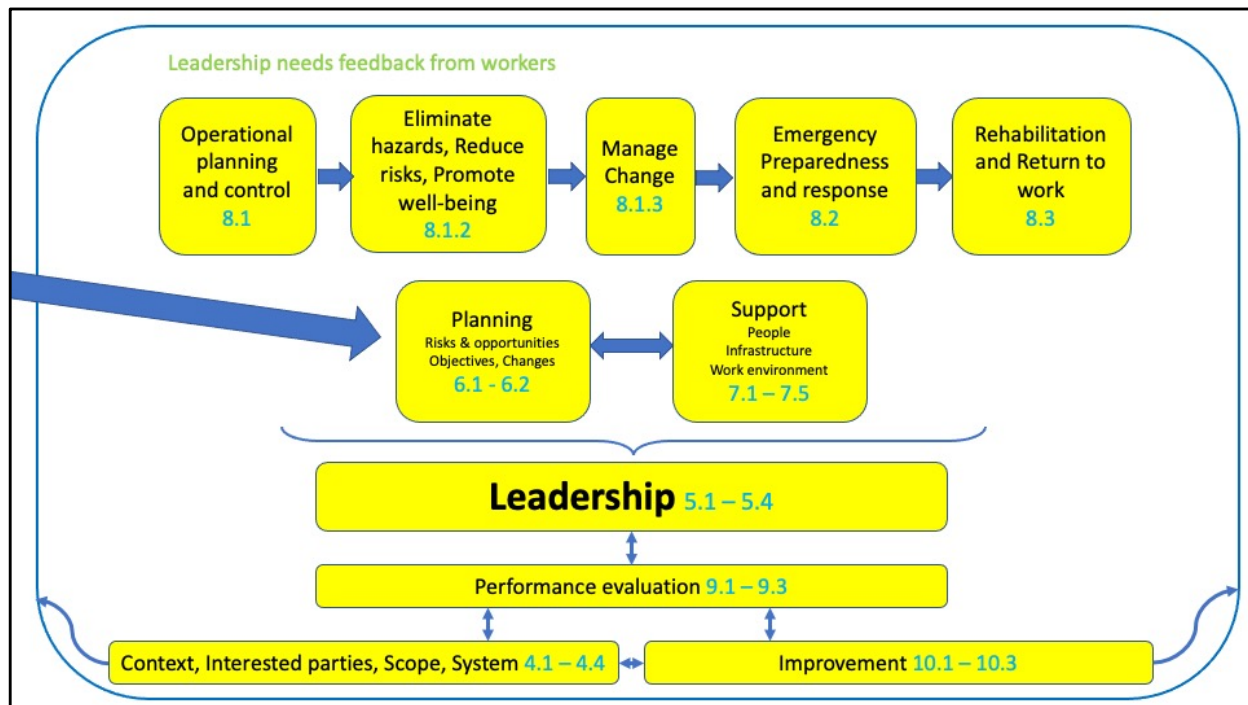
6.1.1.2 The organization should use the planning process

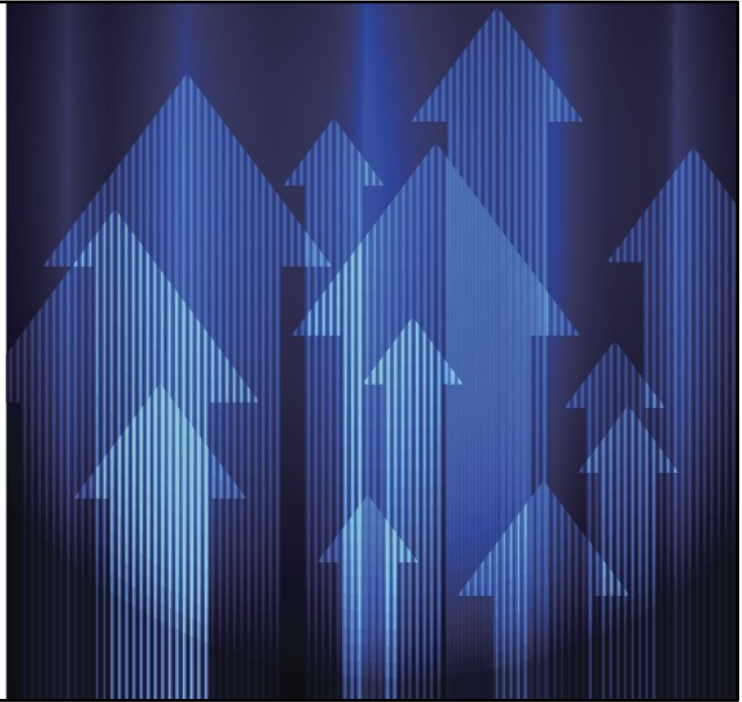Establish Objectives for Safety
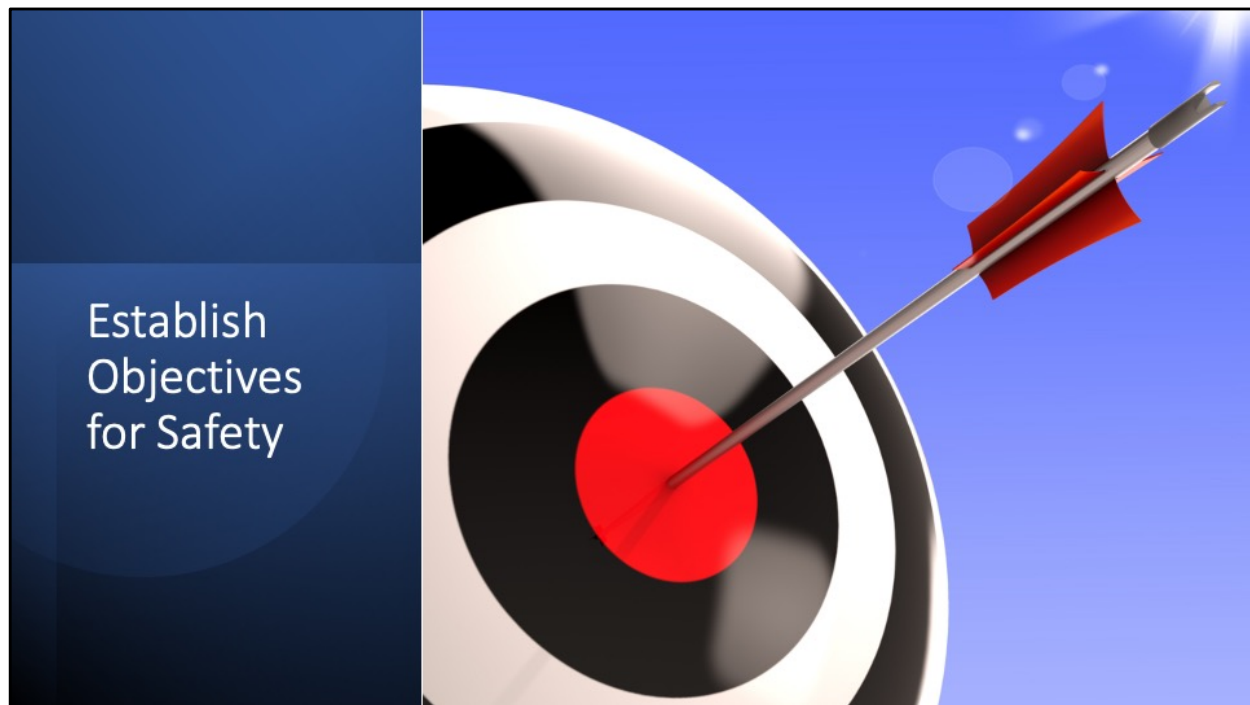
6.1.1.2 The organization should use the planning process to:
a) establish appropriate objectives;

Create an Action Plan to reach the objectives

b) determine how to achieve the objectives for the management of psychosocial risk and fulfil legal requirements and other requirements;

Show a commitment to Continual Improvement

c) demonstrate a commitment to continual improvement that, where possible, goes beyond fulfilling legal requirements.

Consider the needs of specific groups, not just the general population

6.1.1.3 During the planning process, the organization should take into account:
a) the needs and expectations of particular groups of workers (e.g. workers working alone, remote workers, minority groups);

Consider specific operations or tasks

b) the needs of specific workplaces or sets of operations or work tasks;

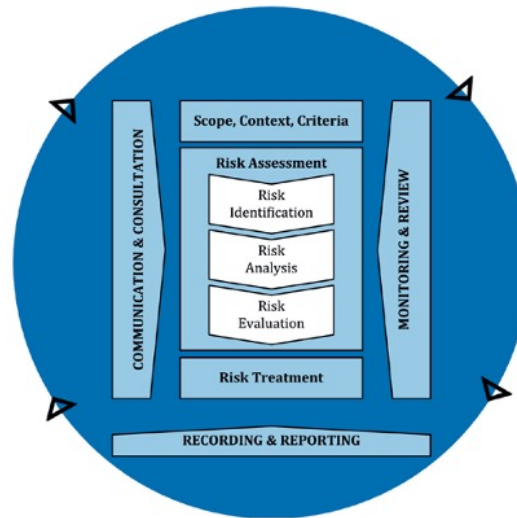Use your 'risk assessment' to design the program

From ISO 31000:2018

Scope, Context, Criteria

Risk Assessment

Risk Identification

Risk Analysis

Risk Evaluation

Risk Treatment

COMMUNICATION & CONSULTATION

MONITORING & REVIEW

RECORDING & REPORTING

Figure 4 — Process

c) the results of the assessment of psychosocial risks, to understand their nature and the underlying causes;

Look for *Causes*, not Band-Aids

Use an effective 'Root Cause Analysis' method to determine the causes of various risks
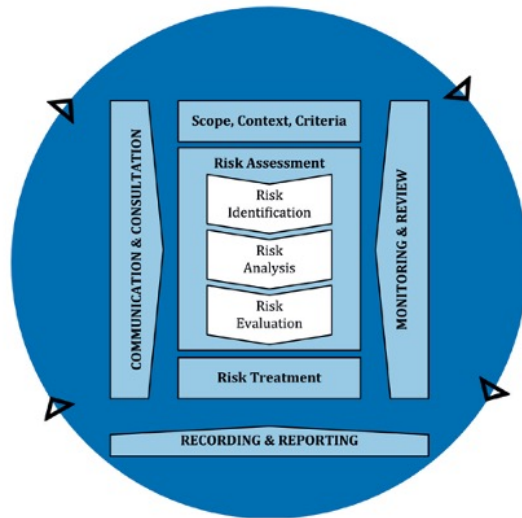
Implement Actions and Evaluate

Figure 4 — Process

d) the implementation of actions designed to eliminate psychosocial hazards and reduce the associated risks;
 e) the evaluation of those actions and their outcomes;

Keep Your Processes Dynamic

f) the management of the process by reviewing and updating it to meet changing needs, recognizing good practice;

Have the right resources in place
to keep workers involved –
consultation is key!

g) the resources needed;
h) how to actively involve workers through consultation and participation.

Understand the underlying sources of harm before putting controls into place…

6.1.2 Hazard identification and assessment of risks and opportunities

6.1.2.1 Hazard identification

6.1.2.1.1 The organization should:

a) understand the underlying sources of harm before control measures are considered to improve the effectiveness of activities to manage psychosocial risk;

Keep 'hazard identification' processes alive

6.1.2.1.1 b) establish, implement and maintain processes for hazard identification that are ongoing and proactive.

That's 'hazard identification'. After the quiz,
we'll look at 'hazard assessment'

Time for the Quiz!

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