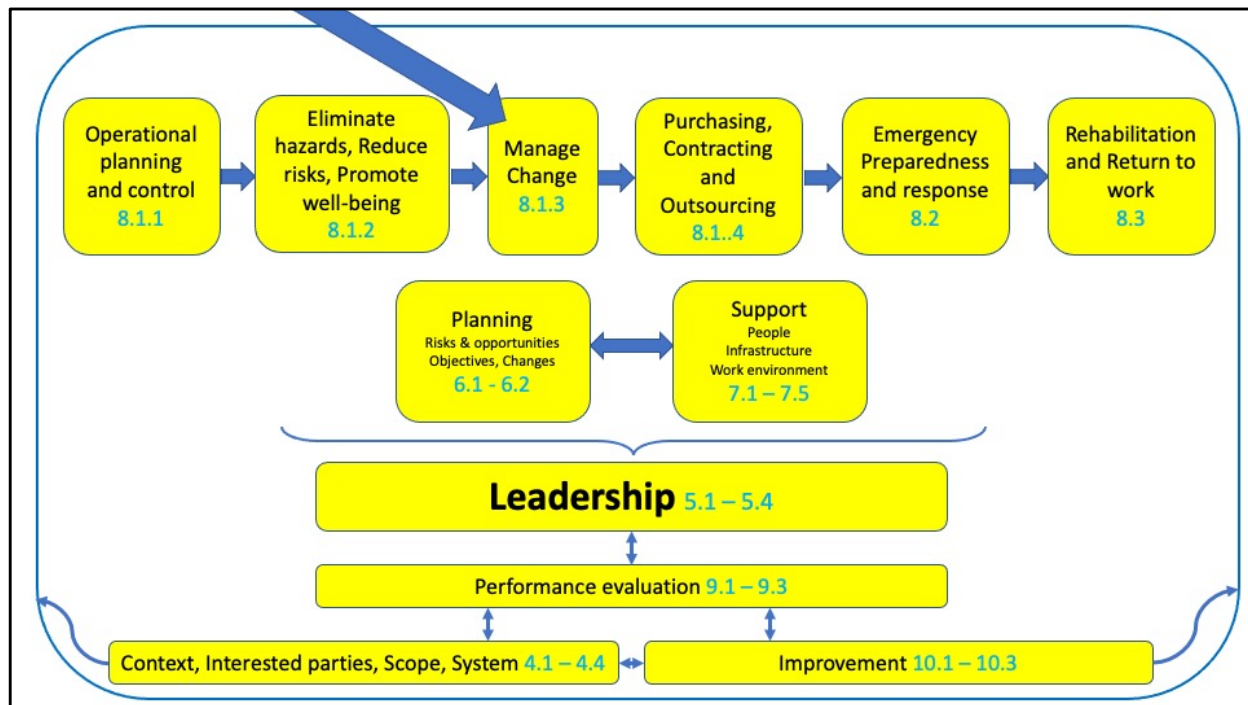Lesson 6 – Clause 8: Operation

Clause 8.1.3 – Management of Change

8.1 Operation

8.1.3 Management of change

Organizational and work-related changes can influence psychosocial risks or create additional psychosocial risks.

Develop a process for communicating and managing changes such as…
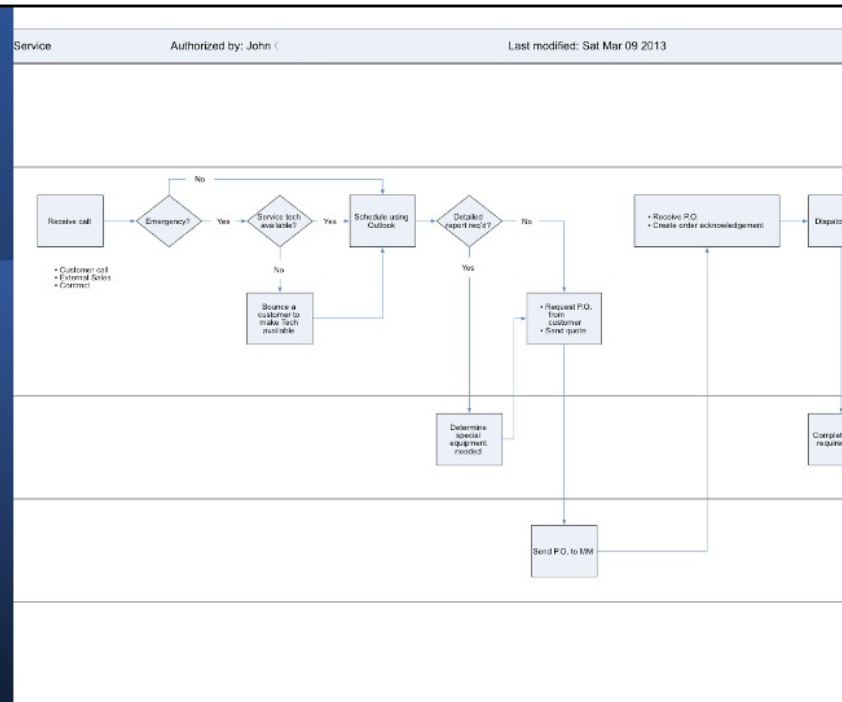
The organization should establish, implement and maintain a process(es) for communication and control of changes that can impact health, safety and well-being at work, including:
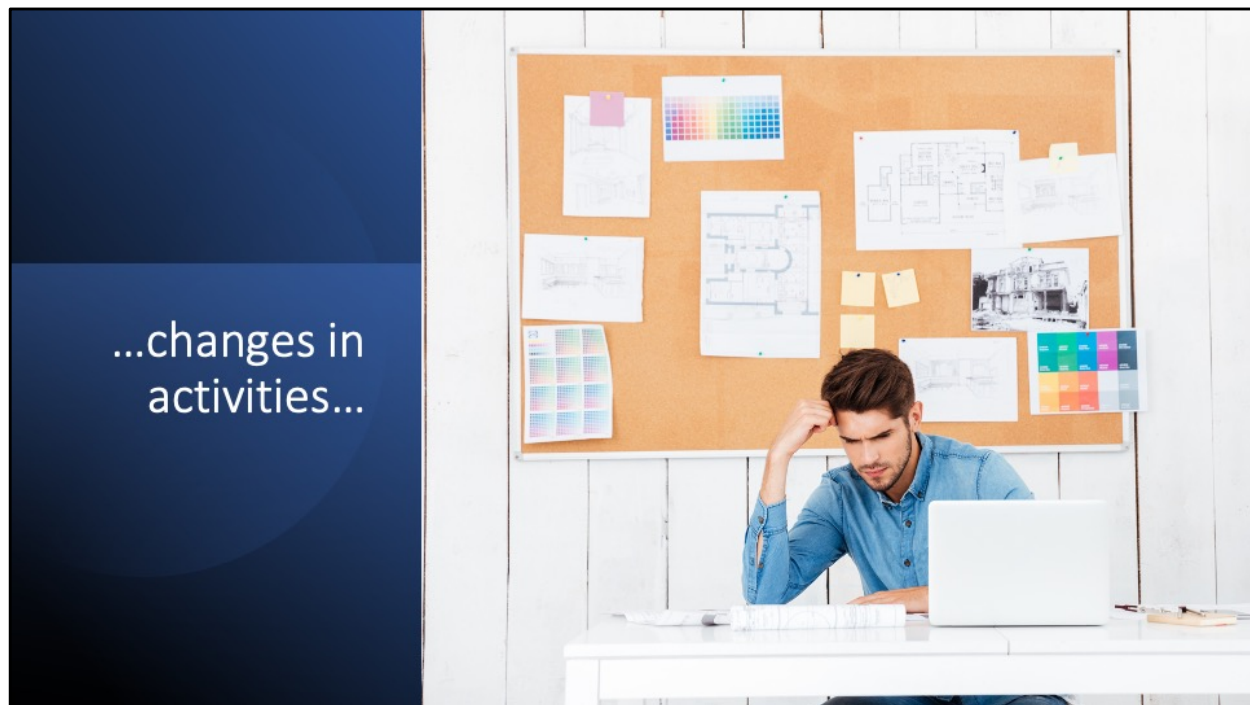
...changes to objectives...

a) changes to the organization's objectives,

a) changes to the organization's work processes

...changes in activities...

a) changes to the organization's activities

...changes in leadership...

a) changes to the organization's leadership,

How work is organized can affect risks

b) changes to work tasks and organization (e.g. shift patterns, workflow, reporting lines) and working conditions;

Changes to legal and other requirements will impact stress

c) changes to legal requirements and other requirements;

Knowledge about psychosocial hazards will change the environment

d) changes in knowledge or information about psychosocial hazards and risks;

Knowledge changes and the need to improve competence can add stress

e) developments in knowledge and technology, and the need to improve competence through additional training;

Include workers when implementing workplace change

The organization should involve workers and worker representatives, where they exist, at an early stage of the change process and throughout the process, particularly during restructuring.

Time for the Quiz!

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