

Lesson 3 – Clause 5: Leadership & Worker Participation

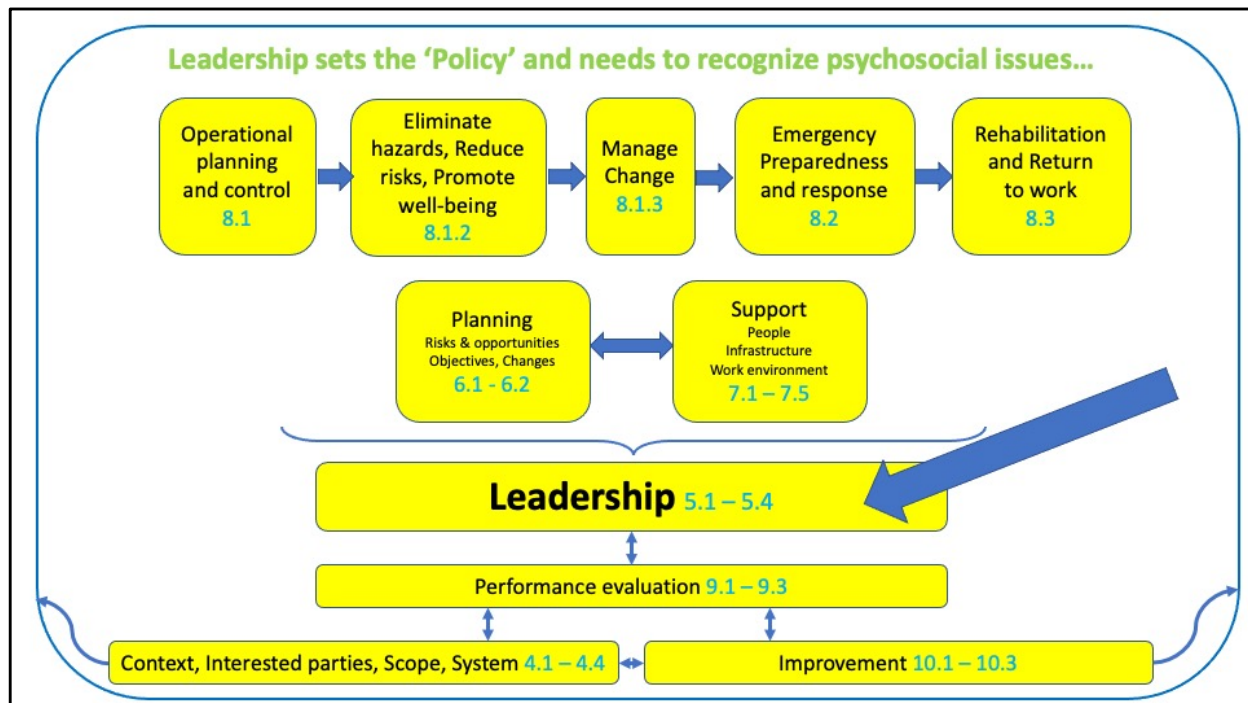
Clause 5.2 describes the requirements for your Occupational Health & Safety Policy to reflect awareness of psychosocial risks



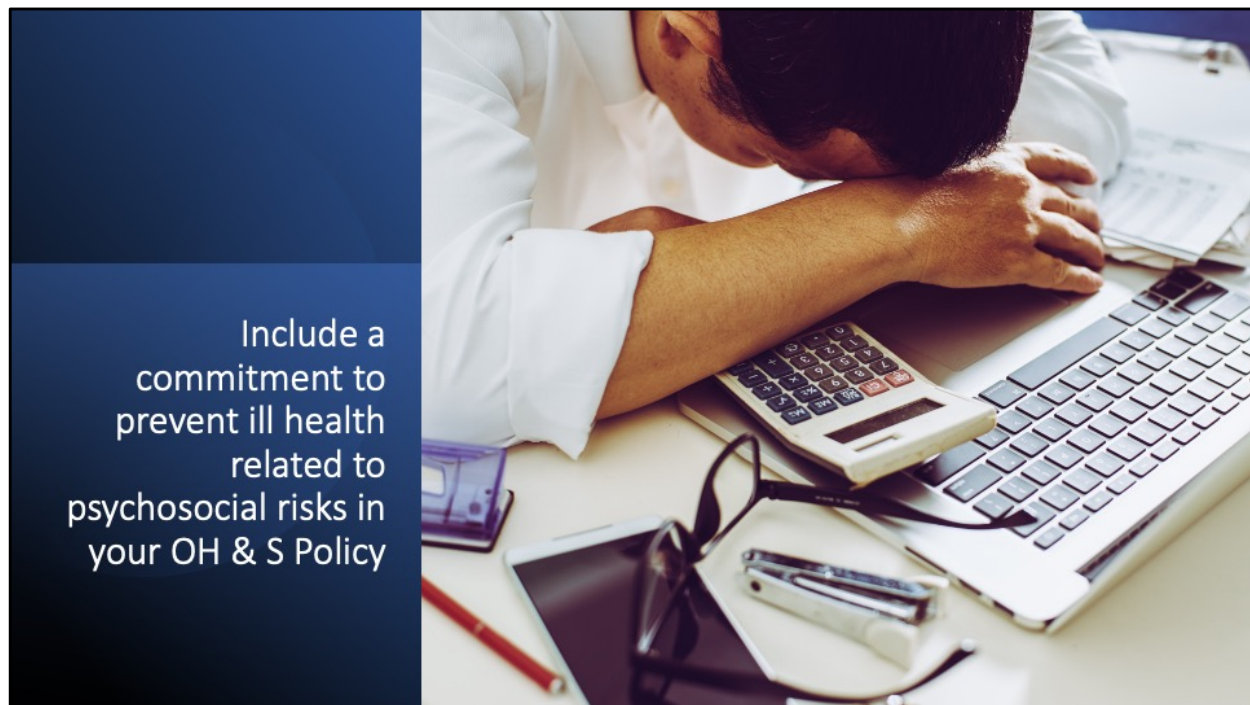
5.2 OH&S policy

5.2.1 In establishing an OH&S policy for the organization, top management should:

- a) ensure that commitments to preventing ill health and injuries related to psychosocial risk and promoting well-being at work are included in the OH&S policy;
- b) determine if there is a need for a separate policy about managing psychosocial risk;
- c) consider how other policies (e.g. human resources, corporate social responsibility) support and are consistent with the OH&S policy to achieve common objectives.



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.



Include a
commitment to
prevent ill health
related to
psychosocial risks in
your OH & S Policy

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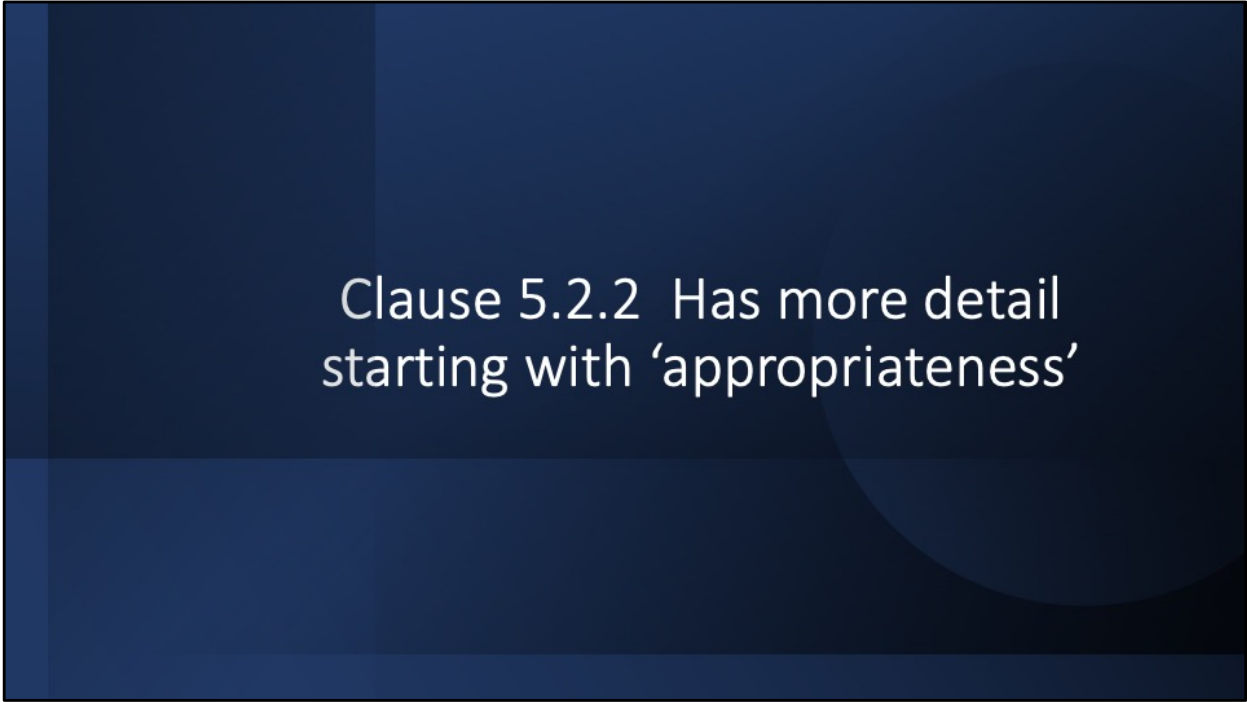


Determine if there is a need for a separate policy about managing psychosocial risk;

Consider how other policies support and are consistent with the OH&S policy to achieve common objectives




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Clause 5.2.2 Has more detail
starting with 'appropriateness'

5.2.2 The OH&S policy should:

a) be appropriate to the purpose, size and context of the organization;

A person with long dark hair, wearing a light blue button-down shirt, is seen from behind, holding a black microphone 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.

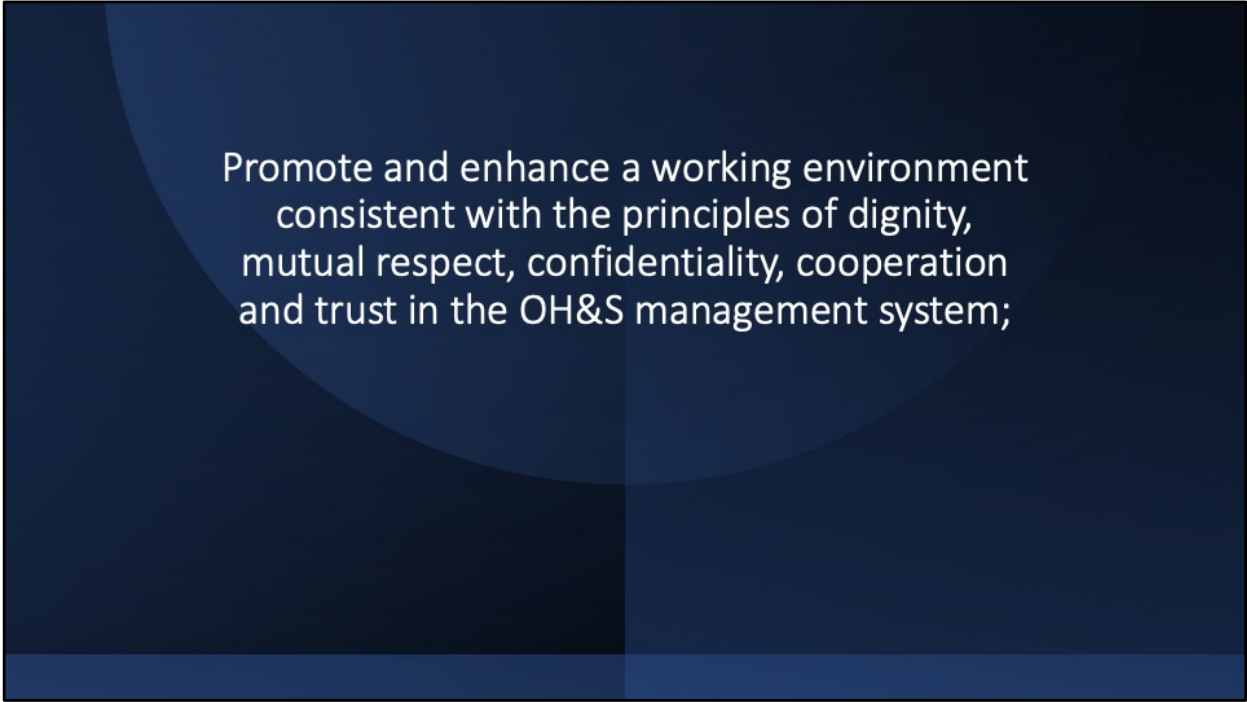
Include a commitment to fulfil legal requirements and other requirements related to health, safety and well-being at work

b) include a commitment to fulfil legal requirements and other requirements related to health, safety and well-being at work, including a commitment to manage psychosocial risk;

Provide a framework for setting and reviewing, evaluating and revising objectives for the management of psychosocial risk



c) provide a framework for setting and reviewing, evaluating and revising objectives for the management of psychosocial risk;



Promote and enhance a working environment
consistent with the principles of dignity,
mutual respect, confidentiality, cooperation
and trust in the OH&S management system;

d) promote and enhance a working environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust in the OH&S management system;

Communicate
it to all workers
so that they
are aware of
their rights and
responsibilities



e) be communicated to all workers so that they are aware of their rights and responsibilities;



f) be reviewed periodically to ensure it remains relevant and appropriate to the organization.

The 'Policy' can provide direction for implementing and improving management of psychosocial risk



Your Policy related to psychosocial risk can provide direction for implementing and improving management of psychosocial risk within the general OH&S management system.

It can enable top management and other workers to understand the overall commitment of your organization



The policy can enable top management and other workers to understand the overall commitment of the organization and how this can affect individual responsibilities.



How will this Psychosocial Policy affect individual responsibilities?

You should
consider whether
a specific policy
to manage
psychosocial risk
is necessary.



The organization should consider if a specific policy to manage psychosocial risk is necessary.

Time for the Quiz!

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

