PSYCHOLOGICAL HEALTH AND SAFETY STANDARDS (ISO:45001 AND ISO:45003)

Psychological Health and Safety Standards
(ISO:45001 and ISO:45003)

Standardization studies in Turkey started in 1930 with the publication and implementation of Law No. 1705 and the subsequent Law No. 3018 and the Decree of the Council of Ministers on the control of Turkish export products.

At first, two departments were established to prepare agricultural and industrial standards. However, it has been understood that it is necessary to establish a separate institution that will serve the purpose later in order to ensure coordination.

In 1951, the Ministry of Economy and Trade, in partnership with the Union of Chambers of Commerce of Turkey, the Union of Chambers of Industry and Stock Exchanges, considered the absolute necessity of standardization to support the rapid development of local industry and the world trade movement. Turkish Standards Institute (TSE) was established on 7 October 1954 as an autonomous institute affiliated with the Union. With Organization Law No. 132 on November 22, 1960, TSE gained the status of a legal entity governed by the provisions of the Civil Code.

ISO 45001:2018

Occupational Health and Safety Management - Psychological Health and Safety in the Workplace

ISO 45003:2021 provides guidance on managing psychosocial risks and promoting well-being in the workplace as part of an occupational health and safety (OHS) management system.

The guide is intended to be used in conjunction with ISO 45001, which contains requirements and guidance for planning, implementing, reviewing, evaluating, and improving an OH&S management system. ISO 45001 emphasizes that the organization is responsible for the occupational health and safety of its employees and others who may be affected by its activities. This responsibility includes promoting and protecting their physical and psychological health.

The purpose and intended results of the OHS management system are, therefore, to prevent work-related injuries and illnesses of workers and to provide safe and healthy workplaces. As a result, it is critical for the organization to eliminate risks and minimize OHS risks by taking effective preventive and protective measures, including measures to manage psychosocial risks. Psychosocial risks are increasingly recognized as challenges to health, safety, and well-being in the workplace.

Psychosocial risks may occur in combination with each other and may affect and be affected by other risks. Psychosocial risk relates to the potential for such risks to have various kinds of consequences on individual health, safety, and well-being and on organizational performance and sustainability. It is important that psychosocial risks are managed consistently with other OHS risks through an OSH management system and integrated into the organization's broader business processes.

History

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ISO 45001:2018

ISO 45001:2018 specifies requirements for an occupational health and safety (OHS) management system and guides organizations to ensure safe and healthy workplaces by preventing and proactively improving work-related injuries and illnesses.

It applies to all organizations that wish to establish, implement and maintain an OHS management system to improve occupational health and safety, eliminate hazards and minimize OHS risks (including system deficiencies), take advantage of OHS practices, and address OHS management.

ISO 45001:2018 helps an organization achieve the intended results of its OH&S management system. Consistent with the organization's OH&S policy, the intended results of an OH&S management system include:

a) continuous improvement of OHS performance
b) fulfillment of legal and other requirements
c) achieving OHS targets

Applicable to all organizations, regardless of size, type and activities, ISO 45001 standards can be applied to the OSH risks under the organization's control, taking into account factors such as the context in which the organization operates, the needs, and expectations of its employees and other interested parties.

ISO 45003:2021 Occupational Health and Safety Management - Psychological Health and Safety in the Workplace

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Impacts and Consequences of Psychosocial Risks

Psychosocial risks affect both psychological health and safety and health, safety and well-being in the workplace more broadly. Psychosocial risks also have economic costs to organizations and society.

Adverse outcomes for workers include poor health and associated conditions (e.g. cardiovascular disease, musculoskeletal disorders, diabetes, anxiety, depression, sleep disorders) and associated poor health behaviors (e.g. substance abuse, unhealthy diet), as well as low workload. can include satisfaction and commitment. Managing psychosocial risks results in positive outcomes, including increased job satisfaction and increased productivity.

The impact of psychosocial risks for businesses includes increased costs due to absenteeism, turnover, reduced product or service quality, recruitment and training, workplace investigations and litigation, as well as damage to the organization's reputation.

Effective management of psychosocial risks contributes to increased employee participation, increased productivity, increased innovation, and sustainability of the institution.

Developed by N_HumaN, İYRS ® offers an inclusive model for organizations that want to keep their psychological health and safety standards strong, in which psychosocial risks are evaluated and managed within the framework of occupational health and safety, and their ability to work is increased by contributing to improvement and treatment with support studies.

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Psychological Health and Safety Solutions

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