

# Introducing ISO 45003

---

**New guidelines on  
Psychosocial Health and Safety at Work  
and Managing Psychosocial Risks**

**Joanne Chambers – Lakeland Capabilities  
Elsa Mason – DMA Safety Management**

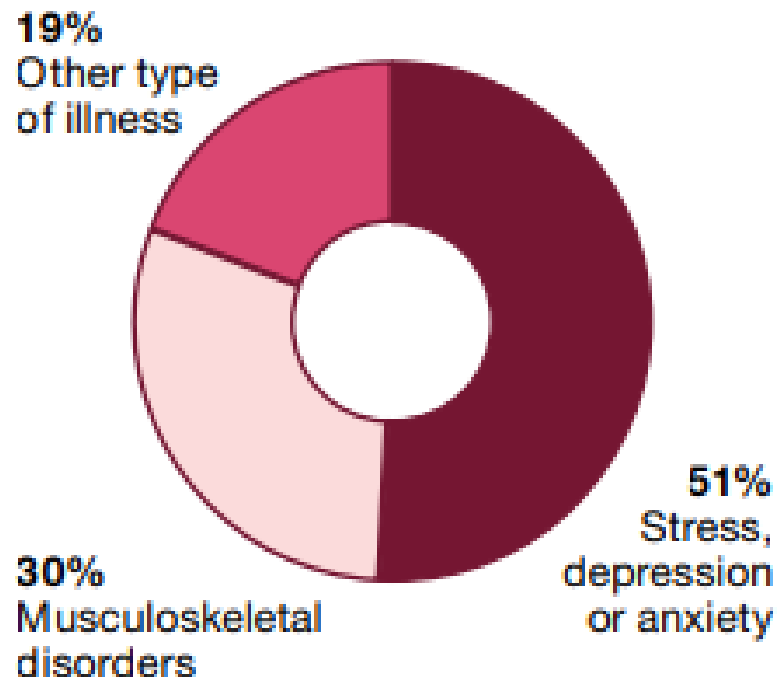


# Scale of Mental Health Issues

---

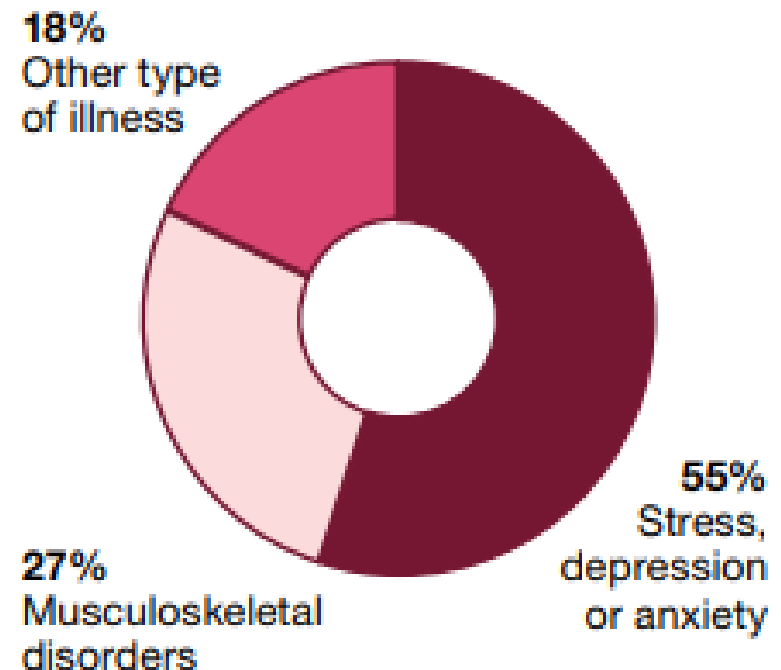
New and long-standing cases  
of work-related ill health by  
type, 2019/20

.....



Working days lost by type of  
ill health, 2019/20

.....



# ISO45003

---

Links to ISO 45001 – Occupational Health and Safety Standard

---

Gives structure to addressing mental health in the workplace

---

Risk based approach

---

Identify controls for many people

---

Identify controls for particular individuals

---

Principles can be implemented without ISO certification

---



# Mental Health Continuum

Optimum wellbeing

- Managed wellness plans
- Accommodating needs
- Psychosocial risk management – personal

- Work design
- Health promotion
- Resilience/mental fitness training

Mental Illness /  
Full diagnosis

**MANAGED WELLNESS**

Protect against risk

**FLOURISHING**

Promote thriving

No clinical diagnosis /  
Mentally well

**MENTAL DISORDER**

Mitigate illness

**LANGUISHING**

Prevent further harm

- Mental health first aid
- Return to work process
- EAPs

- Increased stress management
- Improve awareness/education
- Psychosocial risk management - organisation

Minimum wellbeing



# Psychosocial Hazards

---

## How work is organised

Workload/pace – hours and schedule

Job Control / autonomy

Role Clarity / expectations

Demands

Change management

## Social factors at work

Leadership

Interpersonal relationships

Career development

Recognition and reward

Support / supervision

Organisational justice

## Work environment

Equipment

Hazardous tasks

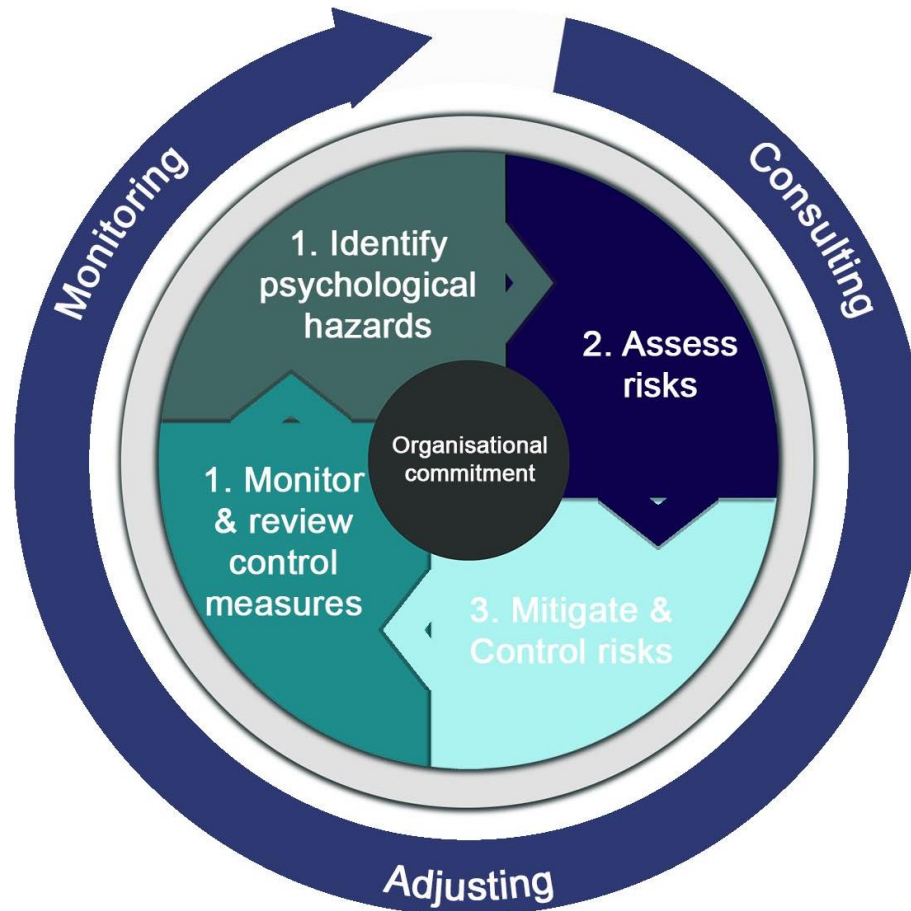
Isolated working

Remote working

Return to offices

# Risk Assessment Process

---



# Supporting Businesses

---

Mental Health Surveys and data analysis

---

Support in risk assessing your business

---

Help developing appropriate range of responses and tools for your business

---

Combined approach of Psychology and Safety

---



# Contact Us

---

Joanne Chambers  
Lakeland Capabilities

[Joanne@lakelandcapabilities.co.uk](mailto:Joanne@lakelandcapabilities.co.uk)

[www.lakelandcapabilities.co.uk](http://www.lakelandcapabilities.co.uk)

Elsa Mason  
DMA Safety Management

[Elsa@inspiresafety.co.uk](mailto:Elsa@inspiresafety.co.uk)

[www.dmasml.com](http://www.dmasml.com)

