



Form 1: Proposal for a new field of technical activity

Circulation date: 2017-12-06 Closing date for voting: 2017-02-28	Reference number (to be given by Central Secretariat)
Proposer: BSI	ISO/TS/P TS/P 270

A proposal for a new field of technical activity shall be submitted to the Central Secretariat, which will assign it a reference number and process the proposal in accordance with the [ISO/IEC Directives \(part 1, subclause 1.5\)](#). The proposer may be a member body of ISO, a technical committee, subcommittee or project committee, the Technical Management Board or a General Assembly committee, the Secretary-General, a body responsible for managing a certification system operating under the auspices of ISO, or another international organization with national body membership. Guidelines for proposing and justifying a new field of technical activity are given in the [ISO/IEC Directives \(part 1, Annex C\)](#).

The proposal (to be completed by the proposer)

<p>Title of the proposed new committee (The title shall indicate clearly yet concisely the new field of technical activity which the proposal is intended to cover.)</p> <p>Occupational health and safety management</p>
<p>Scope statement of the proposed new committee (The scope shall precisely define the limits of the field of activity. Scopes shall not repeat general aims and principles governing the work of the organization but shall indicate the specific area concerned.)</p> <p>Standardization in the field of occupational health and safety management to enable an organization to control its OH&S risks and improve its OH&S performance.</p>

Proposed initial programme of work (The proposed programme of work shall correspond to and clearly reflect the aims of the standardization activities and shall, therefore, show the relationship between the subject proposed. Each item on the programme of work shall be defined by both the subject aspect(s) to be standardized (for products, for example, the items would be the types of products, characteristics, other requirements, data to be supplied, test methods, etc.). Supplementary justification may be combined with particular items in the programme of work. The proposed programme of work shall also suggest priorities and target dates.

1. (Maintenance of) ISO 45001 Occupational health and safety management systems – requirements with guidance for use

SCOPE: This document specifies requirements of an occupational health and safety management system to enable an organization to control its OH&S risks and improve its OH&S performance. It does not state specific OH&S performance criteria, nor does it give detailed requirements for the design of a management system.

TIMING: This technical committee will be responsible for maintaining and updating ISO 45001 following its initial publication in 2017/2018.

2. PRIORITY 1: ISO 45001 Handbook – Implementation guidance for small businesses

SCOPE: It is intended that this handbook provide practical implementation guidance for small businesses wishing to establish an OH&S Management System that meets the requirements of ISO 45001. It will be suitable for small to medium sized organizations of all types regardless of sector. As a seed document the TC can draw upon BS 45002 Occupational health and safety management systems – general guidance for the application of ISO 45001.

TIMING: It is intended to begin this work as soon as the TC is established and complete it on an accelerated track of 18-24 months.

3. PRIORITY 2: Guidance on the management of psychosocial risks in the workplace

SCOPE: It is intended that this standard provides practical guidance for the assessment and management of psychosocial risks in the workplace and will be suitable for incorporation into an OH&S management system as well as independent use. It will be suitable for all types of organizations regardless of size, maturity or sector. As seed documents, the TC can draw upon the UK document PAS 1010:2011 Guidance on the management of psychosocial risks in the workplace and the Canadian National Standard CAN/CSA-Z1003-13/BNQ 9700-803/2013, Psychological Health and Safety in the Workplace amongst others.

This standard will be suitable for organizations that wish to:

- a) Establish a strategy and process of psychosocial risk management to eliminate or minimize risks to workers and other interested parties who could be exposed to psychosocial hazards associated with its activities;
- b) Implement, maintain and improve psychosocial risk management and related practices

TIMING: It is intended to begin no later than 2018 on a 36 month work track.

NOTE: The draft Canadian NWIP is attached to this form.

4. PRIORITY 3: OH&S management system performance indicators/reporting

SCOPE: This document will provide guidance regarding the establishment of effective indicators for the evaluation of OH&S management system performance, to enable organizations to effectively monitor and continuously improve OH&S performance and report this effectively. This document will be suitable for all organizations implementing an OH&S management system, including ISO 45001, and/or wishing to improve OH&S performance.

TIMING: Work is likely to commence within one year of ISO 45001 publishing. Accelerated (24 month) work track proposed.

5. PRIORITY 4: Occupational health and safety management - Accident and incident investigation

SCOPE: This document will specify requirements and guidance for the effective investigation of OH&S accidents and incidents, covering aspects including process, timeliness, evidence, witnesses, root cause analysis and reporting. Timing TBC. This document will be suitable for the investigation of both isolated incidents and clusters of incidents at any level of severity. TIMING: Unlikely to begin before 2019 on a 36 month work programme.

Indication(s) of the preferred type or types of deliverable(s) to be produced under the proposal (This may be combined with the "Proposed initial programme of work" if more convenient.)

ISO 45001 is a type A management system standard. The standards that follow will support this MSS, taking the form of either type B MSS or other supporting standards or technical specifications.

A listing of relevant existing documents at the international, regional and national levels. (Any known relevant document (such as standards and regulations) shall be listed, regardless of their source and should be accompanied by an indication of their significance.)

KEY DOCUMENTS

HIGH SIGNIFICANCE

ISO DIS 45001.2 Occupational health and management systems – requirements with guidance for use

OHSAS 18001 Occupational health and safety management systems – requirements

OHSAS 18002 Occupational health and safety management systems – Guidelines for the implementation of OHASA 18001:2007

ANSI Z10 Occupational health and safety management systems

ILO-OSH Guidelines on occupational safety and health management systems

ISO 31000 Risk management

PAS 1010 Guidance on the management of psychosocial risks in the workplace

CSA Z1003-13 Psychological health and safety in the workplace - Prevention, promotion, and guidance to staged implementation

Additional national documents and further ILO Instruments may also need to be considered as the work programme develops.

A statement from the proposer as to how the proposed work may relate to or impact on existing work, especially existing ISO and IEC deliverables. (The proposer should explain how the work differs from apparently similar work, or explain how duplication and conflict will be minimized. If seemingly similar or related work is already in the scope of other committees of the organization or in other organizations, the proposed scope shall distinguish between the proposed work and the other work. The proposer shall indicate whether his or her proposal could be dealt with by widening the scope of an existing committee or by establishing a new committee.)

ISO 45001 is currently being developed under a single project committee, ISO/PC 283. This proposal to convert the project committee into a full technical committee to enable continual maintenance of ISO 45001 and the development of supporting and related standards. There are currently no other ISO or IEC committees developing generic occupational health and safety standards other than ISO/PC 283 although it is noted that there a number of committees producing sector specific related documents.

Active liaisons with other relevant ISO committees have been formed within ISO/PC 283, including ISO/TC 207 Environmental management systems, ISO/TC 176 Quality management systems, ISO/TC 262 Risk management, and ISO/TMB/TAG 13 JTCG. It is anticipated that these liaisons would continue in the new TC.

A listing of relevant countries where the subject of the proposal is important to their national commercial interests.

ISO/PC 283 currently has 69 participating countries and this membership has grown steadily year on year since ISO/PC 283 was established in 2013. It is expected that with the conversion to a full TC the membership will remain at the same level or grow as new work items are introduced.

The scope of this technical committee is relevant to all countries.

A listing of relevant external international organizations or internal parties (other ISO and/or IEC committees) to be engaged as liaisons in the development of the deliverable(s). (In order to avoid conflict with, or duplication of efforts of, other bodies, it is important to indicate all points of possible conflict or overlap. The result of any communication with other interested bodies shall also be included.)

ISO/TMB/TAG13-JTCG

ISO/TC 207/SC1

ISO/TC 176/SC2

ISO/TC 260

ISO/TC 241

ISO/TC 304

International Labour Organization

World Health Organization

Institute of Employers

International Institute of Certification

OHSAS Project group

International Trades Union Congress

IQNet

IOSH

INLAC

A simple and concise statement identifying and describing relevant affected stakeholder categories (including small and medium sized enterprises) and how they will each benefit from or be impacted by the proposed deliverable(s).

1 **Governments and regulators** will have access to international standards which could be used as alternative to, or supporting regulations. International standards in this area can lead to greater compliance with regulations and improved occupational health and safety performance, reducing accidents and incidents and improving the health and well-being of workers. .

2 **Industry** will benefit from the knowledge that they are working to the most up to date agreed set of practices for occupational health and safety management which will prevent trade barriers. Additionally the standards developed under this committee will enable better management of OH&S issues down the supply chain as well as within organizations themselves. The use of these standards will support the growing need to demonstrate commitment to social responsibility as well as helping organizations to maintain a healthy, stable workforce to ensure reliable and effective operations.

3 **Labour** organizations will benefit from being involved in the development of standards relating to worker health and safety and the knowledge that these standards will be used to proactively manage OH&S in order to safeguard workers.

4 **Visitors, neighbours and other people** affected by organizations' activities will benefit by knowing the organizations are taking measures to protect their health and safety.

5 **SMEs** will benefit from the generic management system standard ISO 45001, which can be adapted to suit size and complexity of the organization. Additionally, the TC may develop SME specific guidance documents to address particular issues that SMEs face in managing occupational health and safety and the disproportionate number of incidents, accidents and long-term health issues arising.

An expression of commitment from the proposer to provide the committee secretariat if the proposal succeeds.

BSI currently holds the secretariat for ISO/PC 283 and is committed to continuing to provide the secretariat for the new technical committee.

Purpose and justification for the proposal. (The purpose and justification for the creation of a new technical committee shall be made clear and the need for standardization in this field shall be justified. Clause C.4.13.3 of Annex C of the ISO/IEC Directives, Part 1 contains a menu of suggestions or ideas for possible documentation to support and purpose and justification of proposals. Proposers should consider these suggestions, but they are not limited to them, nor are they required to comply strictly with them. What is most important is that proposers develop and provide purpose and justification information that is most relevant to their proposals and that makes a substantial business case for the market relevance and the need for their proposals. Thorough, well-developed and robust purpose and justification documentation will lead to more informed consideration of proposals and ultimately their possible success in the ISO IEC system.)

Occupational health and safety (OH&S) management is of global importance and the development of ISO 45001 is a significant step forward in assisting organizations worldwide in reducing the number of accidents and incidents in the workplace, tackling health issues and generally improving performance.

Despite robust legislation in many countries, widespread adoption of the International Labour Organization (ILO) standards and considerable improvement in many organizations' accountability for workers' occupational health and safety, the ILO estimates that there are still some 2.3 million work-related deaths each year. In the UK alone, the government's Health and Safety Executive statistics indicate that 1.3 million people are currently suffering from a work-related illness, with related injuries and ill-health costing the UK economy some £14.1 billion in 2014/15.

International standardization around occupational health and safety management issues not only reinforces local legislation, it drives organizations not currently complying to raise their own standards to ensure they are able to trade and removes barriers to trade for organizations with multi-national supply chains which need to be managed.

The need for standardization around OH&S management will not end on publication of ISO 45001, but rather will increase as supporting standards need to be developed to tackle specific topics. Of particular significance is the need to address the challenges of managing health and well-being in the workplace. This is recognized as a major area of concern by many bodies including the World Health Organization, United Nations and International Labour Organization.

The establishment of this technical committee will also ensure that monitoring and maintenance of ISO 45001 is proactive and related standards are developed in a way that is compatible, without overlap or conflict

Signature of the proposer

Amanda Richardson, Head of External Policy, BSI

Further information to assist with understanding the requirements for the items above can be found in the [Directives, Part 1, Annex C](#).

Attachments:

Canadian NWIP for ISO standard on psychosocial risk

Form 4: New Work Item Proposal

Circulation date: Click here to enter text. Closing date for voting: Click here to enter text.	Reference number: Click here to enter text. (to be given by Central Secretariat)
Proposer Canadian Standards Association (CSA Group	ISO/TC Click here to enter text./ SC Click here to enter text. <input type="checkbox"/> Proposal for a new PC
Secretariat Canada	

A proposal for a new work item within the scope of an existing committee shall be submitted to the secretariat of that committee with a copy to the Central Secretariat and, in the case of a subcommittee, a copy to the secretariat of the parent technical committee. Proposals not within the scope of an existing committee shall be submitted to the secretariat of the ISO Technical Management Board.

The proposer of a new work item may be a member body of ISO, the secretariat itself, another technical committee or subcommittee, an organization in liaison, the Technical Management Board or one of the advisory groups, or the Secretary-General.

The proposal will be circulated to the P-members of the technical committee or subcommittee for voting, and to the O-members for information.

IMPORTANT NOTE: Proposals without adequate justification risk rejection or referral to originator.

Guidelines for proposing and justifying a new work item are contained in [Annex C of the ISO/IEC Directives, Part 1](#).

The proposer has considered the guidance given in the [Annex C](#) during the preparation of the NWIP.

Proposal (to be completed by the proposer)

<p>Title of the proposed deliverable.</p> <p>English title: Psychological Health and Safety in the Workplace</p> <p>French title (if available): Santé et sécurité psychologiques en milieu de travail</p> <p><i>(In the case of an amendment, revision or a new part of an existing document, show the reference number and current title)</i></p>
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Scope of the proposed deliverable.

The proposed standard will provide guidance on the requirements of ISO 45001 with respect to managing psychological health and safety risk within an OH&S management system. ISO 45001 draws attention to the need to manage workplace psychological health and safety (psychosocial risk):

- An organization is responsible for the health and safety of its workers and other persons performing work on its behalf, including promoting and protecting their physical and **mental health**.
- Injury and ill health is defined as the adverse effect on the physical, **mental or cognitive condition** of a person.
- Workplace hazards include **psychosocial and physiological** hazards as well as physical, chemical, biological, mechanical, electrical and kinetic hazards.
- Work organization and social factors such as excessive work hours, poor leadership and culture in the organization, poor communication, excessive production pressure, bullying, and harassment have the potential to negatively impact workers' psychological health and safety.

Purpose and justification of the proposal*

Introduction

"The world is facing a major shift from infectious to non-communicable diseases as the major public health challenge that will confront employers, employees and their families, health care providers and, of course, the benefits community in all its manifestations. This shift is setting the stage for a broader-than-ever surge of chronic disorders many of which are concentrated among men and women in their prime working and earning years, thus taking an economic toll at the production and consumption end of the free market system".¹

Despite data pointing to the high incidence of psychosocial hazards in the workplace throughout the world, few voluntary standards exist that provide guidance on psychological health and safety management process and there are no international standards at the present time. Existing standards for occupational health and safety lack clarity around the concepts of psychosocial risks and their management.

Although many factors influence an individual's psychological make-up, the workplace plays a large part in daily life and is therefore important in maintaining and promoting well-being. Both the workplace and the individual have a shared responsibility for maintaining and improving that well-being because of the diversity of influences on a person's psychological well-being.

Global Impact:

Not addressing psychological health and safety in the workplace is a significant cost to the global economy.

According to the OECD, at any point in time, approximately 20% of the working-age population will be suffering from some type of mental illness, and 50% of the population will suffer a period of poor mental health over their lifetime.²

In Canada, mental health problems and mental illnesses account for approximately 30% of short- and long-term disability claims and they are rated one of the top causes of disability claims by over 80% of Canadian employers. Mental health conditions are the leading cause of disability, absence, and presenteeism, with an economic burden estimated at 51 billion dollars per year, 20 billion of which is from direct workplace losses³.

In Europe work-related stress and psychosocial risk factors are the second most frequently reported work-related health problem accounting for 50-60% of all lost working days. The total costs of mental health disorders (both work and non-work related) are estimated to be 240 billion euros per year⁴.

In the United States the economic impact is estimated to be 570 billion (USD) per year through lost productive capacity in the workforce¹.

"Common mental disorders are increasing worldwide. Between 1990 and 2013, the number of people suffering from depression and/or anxiety increased by nearly 50%, from 416 million to 615 million. Close to 10% of the world's population is affected, and mental disorders account for 30% of the global non-fatal disease burden. Humanitarian emergencies and ongoing conflict add further to the need for scale-up of treatment options. The WHO estimates that, during emergencies, as many as 1 in 5 people are affected by depression and anxiety".⁵

Economic and Societal Benefits (worldwide):

Workplaces with a positive approach to psychological health and safety are, on average, better able to recruit and retain talented workers, have improved worker engagement, enhanced productivity, are more creative and innovative, and have higher profit levels. Other positive effects can include a reduction of several key workplace issues including grievances, turnover, disability, injury rates, absenteeism, morale problems, and the potential for the development of workplace conflict. Research has shown that organizations that implement evidence-based psychological health and safety strategies usually perform better in all key performance categories from health and safety to key human resource indicators to shareholder returns⁶.

"Through the successful implementation of an effective action to create a mentally healthy workplace, organizations, on average, can expect a positive return on investment (ROI) of 2.3. That is, for every dollar spent on successfully implementing an appropriate action, there is on average \$2.30 in benefits to be gained by the organization"⁷.

As the world continues its shift to that of knowledge based economies, the role of the human intellect is growing and expanding. "The business case for mental health is fundamentally a challenge of asset management – the asset being: the cognitive capacity, cerebral skillsets, emotional intelligence, resilience and mental health of executives, managers and employees alike"². In *Mental Health: The New Frontier for Labour Economics*, Richard Layard wrote that improving mental health is vital to both economic growth and societal wellbeing and improving it could be the most important single step forwards in the 21st century⁸.

Standards Solution

While there are many voluntary general standards in the area of occupational health and safety, most of these focus on the physical aspects of the work environment. This new psychosocial risk standard would be intended to provide systematic guidelines for employers that will enable them to promote, develop, and continuously improve psychologically safe and healthy work environments for their employees.

This approach focuses not on the individual mental health of employees, but on the hazards and risks in the workplace that could potentially cause mental injury. It is about providing a psychologically safe workplace by considering the exposure to hazards that may currently exist in workplace policies, processes, procedures or interactions. The ultimate goal is to take a complex subject and make it easier for employers to take steps to prevent mental injury, reduce psychological risk and promote a mentally healthier workplace.

Evidence-based research from scientific and legal studies identifies workplace factors that alone (but usually in combination) can contribute to either the promotion or deterioration of psychological health and safety. These workplace factors are organizational or systemic and therefore can be influenced by the workplace. Addressing these factors effectively can positively affect worker psychological health, psychological safety, and participation.

This proposed standard will promote a preventive approach that will encourage improved mental health for workers and will assist organizations to identify the hazards and their related risks that contribute to psychological harm to the worker. The approach will also help organizations to assess workplace and management practices and working conditions that may pose a risk of causing a detrimental effect on workers' psychological health and/or safety.

References:

- 1) National Mental Health Commission, Australian Government, "Creating a mentally health workplace, return on investment analysis, the Mentally Healthy Workplace Alliance Final Report", March 2014.
- 2) Discussion Paper, B. Wilkerson, Executive Chairman Mental Health International and Co-Founder, Global Business and Economic Roundtable on Addiction and Mental Health to 2013 Trustees and Administrator Institutes International Foundation of Employee Benefit Plans, San Francisco, California, June 26, 2013.
- 3) *Investing in treatment of depression and anxiety leads to fourfold return*, The Lancet Psychiatry, April 2016 article Depression and anxiety are increasing.
- 4) European Agency for Safety and Health (EU OSHA), *Healthy Workplaces Manage Stress*, The Business Case for managing stress and psychosocial risks (<http://hw2014.healthy-workplaces.eu/en/stress-and-psychosocial-risks/the-business-case>).
- 5) The Mental Health Commission of Canada, *Making the case for investing in mental health in Canada*.
- 6) Towers Watson 2013/2014 Staying at Work Report – Canada Summary, Towers Watson.
- 7) The OECD Mental Health and Work Policy Framework, 2015.
- 8) CEP Discussion Paper No 1213, *Mental Health: The New Frontier for Labour Economics*, Centre for Economic Performance, London School of Economics and Political Science, Layard, 2013.

Consider the following: Is there a verified market need for the proposal? What problem does this standard solve? What value will the document bring to end-users? See Annex C of the ISO/IEC Directives part 1 for more information.

See the following guidance on justification statements on ISO Connect:

<https://connect.iso.org/pages/viewpage.action?pageId=27590861>

Preparatory work (at a minimum an outline should be included with the proposal)

A draft is attached An outline is attached An existing document to serve as initial basis

The proposer or the proposer's organization is prepared to undertake the preparatory work required:

Yes No

If a draft is attached to this proposal,:

Please select from one of the following options (note that if no option is selected, the default will be the first option):

- Draft document will be registered as new project in the committee's work programme (stage 20.00)
- Draft document can be registered as a Working Draft (WD – stage 20.20)
- Draft document can be registered as a Committee Draft (CD – stage 30.00)
- Draft document can be registered as a Draft International Standard (DIS – stage 40.00)

Is this a Management Systems Standard (MSS)?

- Yes No

NOTE: if Yes, the NWIP along with the Justification study (see [Annex SL](#) of the Consolidated ISO Supplement) must be sent to the MSS Task Force secretariat (tmb@iso.org) for approval before the NWIP ballot can be launched.

Indication(s) of the preferred type or types of deliverable(s) to be produced under the proposal.

- International Standard Technical Specification
- Publicly Available Specification Technical Report

Proposed development track

- 1 (24 months) 2 (36 months - default) 3 (48 months)

Note: Good project management is essential to meeting deadlines. A committee may be granted only one extension of up to 9 months for the total project duration (to be approved by the ISO/TMB).

Known patented items (see ISO/IEC Directives, Part 1 for important guidance)

- Yes No

If "Yes", provide full information as annex

Co-ordination of work: To the best of your knowledge, has this or a similar proposal been submitted to another standards development organization?

- Yes No

If "Yes", please specify which one(s):

[Click here to enter text.](#)

A statement from the proposer as to how the proposed work may relate to or impact on existing work, especially existing ISO and IEC deliverables. The proposer should explain how the work differs from apparently similar work, or explain how duplication and conflict will be minimized.

The proposed new ISO standard on Psychosocial Risk would complement ISO 45001 and be designed to be implemented in coordination with the ISO 45001, rather than be implemented as a separate MSS. It would not duplicate the management system requirements that are included in ISO 45001, rather it will position a psychological health and safety program as one possible "program" within a larger OHS management system. In this case, the workplace psychological health and safety program would help to meet the larger OHS policy within an organization implementing ISO 45001.

This approach would help to keep the psychological health and safety program integrated in the main OHS MSS and help to avoid contradiction, while providing a practical structure for implementation and realize the efficiencies from operating a program within an existing OHS MSS framework. The standard would be intended to provide specific requirements for organizations to follow in order to achieve goals of a psychological health and safety program.

The proposed standard will build upon, but not duplicate many of the requirements contained in ISO 45001, such as:

- Ensuring top management commitment and leadership, and providing opportunities for worker participation
- Determining and understanding the psychological health and safety needs and expectations of the organization's workforce
- Establishing a policy framework and a planning process
- Identifying the organization's psychological health and safety hazards associated with its work activities, assessing the risks to its workers, and implementing preventive and protective measures
- Establishing the infrastructure and committing the resources to implement support the system
- Providing education and increasing awareness
- Training key people and ensuring they are competent
- Responding to critical incidents
- Collecting data, monitoring and measuring success

The proposed new ISO Standard will also build on existing best practices by referencing and incorporating requirements from the Canadian National Standard *CAN/CSA-Z1003-13/BNQ 9700-803/2013, Psychological Health and Safety in the Workplace*; the *BSI PAS 1010:2011 – Guidance on the management of psychosocial risks in the workplace*; and other related standards and documents listed below.

A listing of relevant existing documents at the international, regional and national levels.

Despite data pointing to the high incidence of psychosocial hazards in the workplace throughout the world, few voluntary standards exist that provide guidance on psychological health and safety management process. Existing standards for occupational health and safety lack clarity around the concepts of psychosocial risks and their management.

To date, there is only one country to have a Standard in place (Canada), as defined by the International Organization for Standardization (a document established by consensus and approved by a recognized body that provides, for common and repeated use, rules, guidelines or characteristics for activities or their results, aimed at the achievement of the optimum degree of order in a given context).

CAN/CSA-Z1003-13/BNQ 9700-803/2013, Psychological Health and Safety in the Workplace

However there are various relevant existing documents, including the following:

- CAN/CSA-Z1003-13/BNQ 9700-803/2013, Psychological Health and Safety in the Workplace (CSA/BNQ)
- PAS 1010:2011 – Guidance on the management of psychosocial risks in the workplace (BSI)
- PAS 1012 – Code of Practice for the Resilience, Well-being and Returning to Work (BSI under development)
- GDL WPV 09- Workplace Violence Prevention and Response Guideline, 2005 (American Society for Industrial Security (ASIS))
- ISO 10075-3:2004 – Ergonomic principles related to mental workload (ISO)
- BNQ 9700-800/2008 – Prevention, Promotion and Organizational Practices Contributing to Mental Health in the Workplace (BNQ)
- BNQ 9700-820/2010 – Work-Family Balance (BNQ)
- CSA Z1002, Occupational Health and Safety – Hazards and Risks – Identification, Assessment, Elimination and Control
- CAN/CSA Z1000–06 – Occupational health and safety management
- Seven actions towards a mentally healthy organization, A seven-step guide to workplace mental health, World Economic Forum’s Global Agenda Council on Mental Health 2014-2016
- The OECD Mental health and work policy framework, 2015
- Fit Mind, Fit Job, From Evidence to Practice in Mental Health and Work, OECD 2015
- Mental health: Strengthening our response, Fact sheet, World Health Organization (WHO) 2016
- Mental health policies and programmes in the workplace, WHO mental health policy and service guidance package - module 13, World Health Organization (WHO), 2005
- Creating a mentally healthy workplace, Return on investment analysis, Australian Government, The mentally healthy workplace alliance final report, March 2014
- International Labour Organization - Stress Prevention at Work Checkpoints (2012) manual

A simple and concise statement identifying and describing relevant affected stakeholder categories (including small and medium sized enterprises) and how they will each benefit from or be impacted by the proposed deliverable(s)

This voluntary standard will provide guidance for organizations of all sizes and in all sectors for the development, implementation, maintenance and continuous improvement of a psychologically safe and healthy workplace environment. In addition to improving the quality of the workplace environment and enhancing the organization's reputation as a good place to work, implementation of this standard will have additional direct benefits, including improving its ability to recruit and retain workers, reducing absenteeism and employee turnover rates, reducing the costs of incidents, downtime and productivity losses, and reducing short and long-term disability claims and insurance premiums. Organizations who have been using the National Standard in Canada have been seeing a significant impact on the above mentioned indicators but also around other important organizational indicators such as staff engagement, quality of service delivery, reduced errors, increased rates of return to work, and improved personal psychological health and safety for workers.

Liaisons:

A listing of relevant external international organizations or internal parties (other ISO and/or IEC committees) to be engaged as liaisons in the development of the deliverable(s).

- ISO/TC 260 Human resource management
- International Labour Organization (ILO)
- Organization for Economic Co-operation and Development (OECD)
- United Nations (UN)
- World Health Organization (WHO)

Joint/parallel work:

Possible joint/parallel work with:

- IEC (please specify committee ID)
[Click here to enter text.](#)
- CEN (please specify committee ID)
[Click here to enter text.](#)
- Other (please specify)
[Click here to enter text.](#)

A listing of relevant countries which are not already P-members of the committee.

[Click here to enter text.](#)

Note: The committee secretary shall distribute this NWIP to the countries listed above to see if they wish to participate in this work

Proposed Project Leader (name and e-mail address)

TBD

Name of the Proposer

(include contact information)

Jill Collins, Canadian Standards Association (CSA)

Jill.collins@csagroup.org

This proposal will be developed by:

- An existing Working Group (please specify which one: [Click here to enter text.](#))
- A new Working Group (title: Psychological Health and Safety in the Workplace)
(Note: establishment of a new WG must be approved by committee resolution)
- The TC/SC directly
- To be determined

Supplementary information relating to the proposal

- This proposal relates to a new ISO document;
- This proposal relates to the adoption as an active project of an item currently registered as a Preliminary Work Item;
- This proposal relates to the re-establishment of a cancelled project as an active project.

Other:

[Click here to enter text.](#)

- Annex(es) are included with this proposal (give details)
 - CAN/CSA-Z1003-13/BNQ 9700-803/2013, Psychological Health and Safety in the Workplace (CSA/BNQ)
 - PAS 1010:2011 – Guidance on the management of psychosocial risks in the workplace (BSI)