



## Safety Managers Role in Managing the Risks of Workplace Mental Health.



**Thursday 11th May 2023**  
**10am - 1pm GMT**



### **Workplace mental ill health is now classed as a disability and a safety concern**

Under safety and equality legislation employers are required to provide reasonable accommodation for employees with mental ill health disabilities. Stress, anxiety and depression can impact on health and wellbeing. Consumption of alcohol, prescribed and illicit drugs pose high risks to safety and health.

The Institution of Occupational Safety and Health (IOSH) have taken the lead and are declaring that workplace mental ill health is now a safety issue and that its members are well placed to respond. IOSH is urging its members to think safety, compliance, risk assessments, and employee support therapy to address the mental health issues that are now impacting the workplace.

### **What needs to be included in a risk assessment for psychological hazards in the workplace?**

The guidelines in the new ISO 45003 standard “Occupational health and safety management – Psychological Health and Safety in the Workplace 2021” which was published in July 2021 on managing psychological risks will help in identifying these types of hazards.