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**NATIONAL STANDARD OF THE
PEOPLE'S REPUBLIC OF CHINA**

GB/T 45003-2024

**Occupational health and safety management - Psychological
health and safety at work: managing psychosocial risks -
Guidelines**

职业健康安全管理 工作中的心理健康安全：管理社会心理风险 指南
(English Translation)

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Foreword

This document is in accordance with the provisions of GB/T 1.1-2020 "Guidelines for standardization work Part 1: Structure and drafting rules for standardization documents" Drafting.

This document is equivalent to ISO 45003:2021 "Mental health and safety in work. Managing psychosocial risks" Insurance Guide.

Introduction

As an occupational health and safety guide.

This document is intended for use with occupational health and safety management systems and contains requirements and guidance for the planning, implementation, review, evaluation and improvement of occupational health and safety management systems.

GB/T 45001 should be used together with GB/T 45001. GB/T 45001 emphasizes that the organization should pay attention to the occupational health of workers and other persons who may be affected by its activities.

This responsibility includes promoting and protecting their physical and mental health.

The objectives and expected outcomes of an occupational health and safety management system are to prevent workers from suffering work-related injuries and ill health, and to Provide a safe and healthy workplace. Therefore, it is important for organizations to take effective preventive and protective measures (including managing social it is crucial to eliminate the sources of danger and minimize occupational health and safety risks through risk management measures.

Seen as a major challenge to health, safety and comfort at work.

Social and psychological hazards are related to the way work is organized, social factors at work, and the work environment, equipment, and hazardous tasks.

Psychosocial hazards may exist in all organizations and sectors and in all kinds of work tasks, equipment and employment arrangements.

Psychosocial hazards may occur in combination and may affect and be affected by other

hazards.

Related to the potential for such hazards to have multiple consequences for the health, safety and well-being of individuals and for the performance and sustainability of organizations.

Manage psychosocial risks through the occupational health and safety management system in a manner consistent with other occupational health and safety risks and integrate them into it is vital to integrate into the wider business processes of the organization.

Psychosocial risks affect mental health and safety, as well as broader health, safety and workplace well-being. Psychosocial risks are also related to organizational and the economic cost to society.

There are many terms associated with psychosocial risk factors, including "mental health" and "mental health". These terms are used interchangeably and are not used in this article.

This document deals with impacts on health, safety and comfort at work.

Negative effects of psychosocial hazards on workers may include poor health and associated conditions (e.g., cardiovascular disease, musculoskeletal disorders, diabetes, anxiety, depression, sleep disorders) and associated adverse health behaviors (e.g., substance abuse, unhealthy diet).

Other risks include reduced job satisfaction, commitment, and productivity. Psychosocial risk management can lead to positive outcomes, including improved Job satisfaction and increased productivity.

Although many factors determine the nature and severity of psychosocial risk outcomes, organizations have a critical role to play in eliminating or minimizing the risk.

Organizations and workers have a shared responsibility to maintain and improve health, safety and well-being at work.

For organizations, the impact of psychosocial risks can include absenteeism, staff turnover, reduced product or service quality, recruitment and training delays, and increased costs from training, workplace investigations and litigation, and damage to the organization's reputation.

Effective management of psychosocial risks can bring benefits such as improved worker engagement and productivity, enhanced innovation and organizational sustainability.

And other benefits.

This document provides an overview of psychosocial hazards arising from work organization, social factors and the work environment, equipment and hazardous tasks.

examples, and a series of control measures that can be used to eliminate the source of the hazard or minimize the associated risks.

The organization has the responsibility to identify hazards and minimize the risks associated with them. However, the involvement of workers at all stages of the process it is also critical to the successful management of psychosocial risks.

This document also includes considerations for organizations related to raising awareness of psychosocial risks, improving psychosocial risk management capabilities, and supporting those affected.

Important information related to worker recovery and return to work, and planning and responding to emergencies.

The success of psychosocial risk management depends on the commitment of all levels and functions of the organization, especially top management.

Psychology in occupational health and safety management Health and safety. a guide to managing psychosocial risks

1 Scope

This document provides the occupational health and safety (OHS) standards based on GB/T 45001.

It enables an organization to prevent work-related injury and ill health to its workers and other interested parties and to promote the Comfortable.

This document is applicable to organizations of all sizes and industries to establish, implement, maintain and continually improve healthy and safe workplaces.

Note: The term "staff" in this document always includes staff representatives (if any). In my country, "staff" is synonymous with "workers".

2 Normative references

The contents of the following documents constitute the essential clauses of this document through normative references in this document.

For referenced documents without a date, only the version corresponding to that date applies to this document; for referenced documents without a date, the latest version (including all amendments) applies to this document.

GB/T 45001-2020 Occupational health and safety management system requirements and use guide (ISO 45001:2018, IDT)

3 Terms and definitions

The terms and definitions defined in GB/T 45001-2020 and the following apply to this document.