

Adopt International Best Practice

"It is important that psychosocial risks are managed in a manner consistent with other OH&S risks, through an OH&S management system, and integrated into the organization's broader business processes."

International Organisation of Standardisation (ISO 45003:2021)



Why adopt ISO 45003:2021?

- ✓ Prevent psychological injuries
- ✓ Demonstrate global best practice to key stake holders
- ✓ Build workplace mental health into operations
- ✓ Manage psychosocial risks in safety management system
- ✓ Measurable social impact aligned to SDGs

The challenges

There is a growing need to make employee mental health strategic and part of how ‘work is done’ versus being an isolated activity.



Mental health activities are not strategic

Lunch and learns, EAPs, fruit bowls and gym memberships provide a ‘sugar hit’ for employee mental wellbeing. Employee engagement in these activities are problematic and ongoing, sustainable health benefits are difficult to obtain without a strategic tie in to business objectives. Moreover, to truly work long term, there needs to be a high level of leadership commitment with board support to meet the increasing demand of shareholders for transparent and sustainable business practices.

What is ‘best practice’ anyway?

Confusion abounds regarding what is the best way for companies to promote positive employee mental health. While there are many glossy and well marketed wellbeing programs, are they truly effective in creating sustainable mental health benefits long term? Or do they provide just a short-term respite with a quick return to the normal state?

Global versus local

While many companies want localised mental health strategies to meet cultural norms and market readiness, there is also a need for global consistency. This is particularly true for multinational companies that operate across several markets.

Adopting and demonstrating application of international best practice is the best way to protect employee health, attract and retain top talent, and satisfy the needs of regulators and shareholders. What are you waiting for?

The solution

FlourishDx is the easiest way to adopt and measure performance against the international standard ISO 45003:2021 Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks.

Step by step guidance

FlourishDx’s ‘Flourish Factor’ provides step by step guidance on the adoption of each of the content clauses of ISO 45003:2021. Get access to 23 action steps with detailed instructions (in video and text format) on how to meet the requirements of the international best-practice standard.

Measure progress towards standard adoption

The Flourish Factor provides a progress indicator of adoption of the full ISO 45003:2021 standard. Points are awarded based on complexity and resources required to meet standard action steps.

eLearning to build competence

Building competence and literacy of psychological health and safety is fundamental to ISO 45003:2021. FlourishDx contains training aimed at both employees and line managers that can be pushed and monitored with the built in LMS.

Identify psychosocial hazards

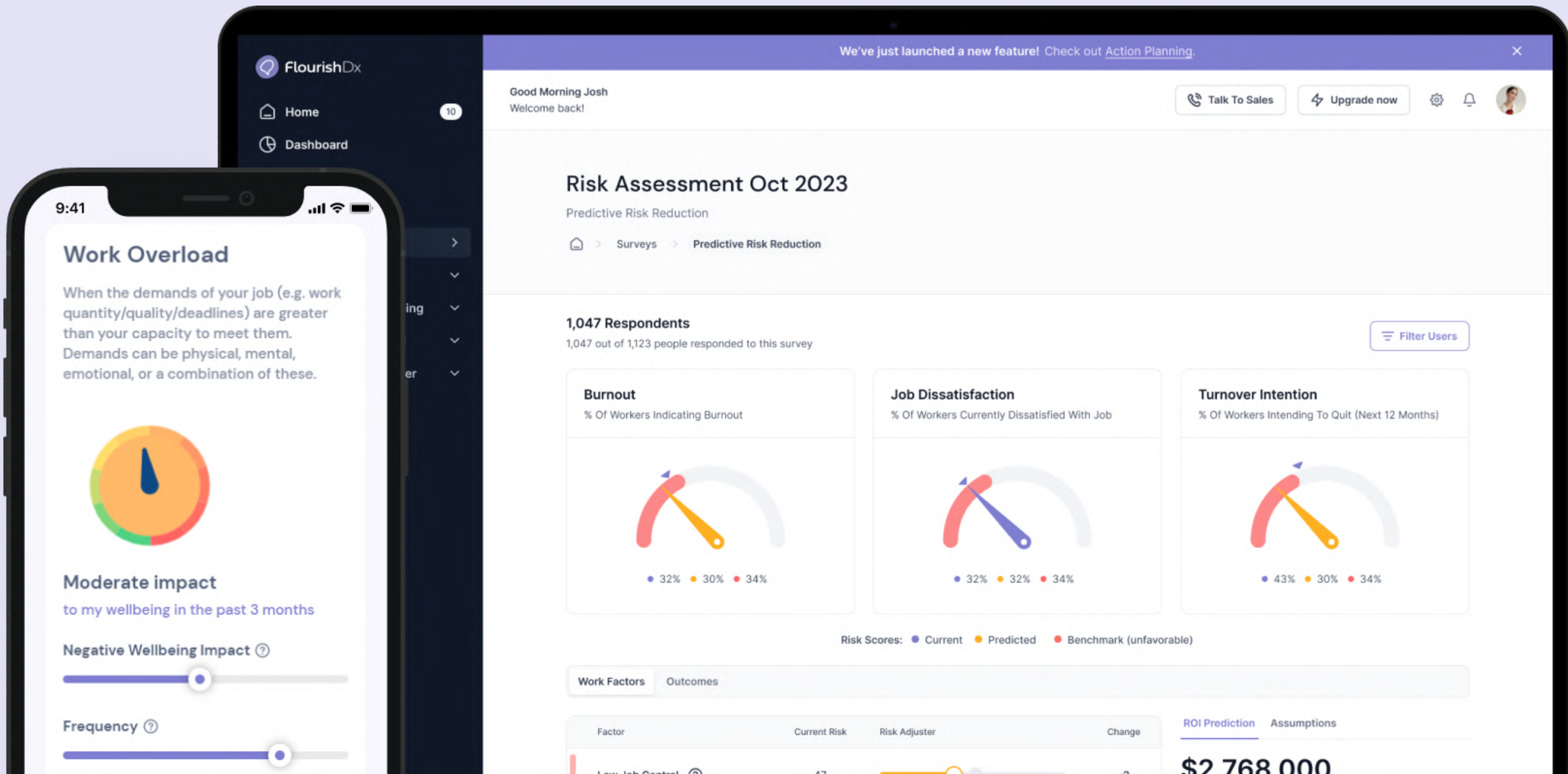
The wellbeing check in feature is the simplest tool in market to rapidly understand the organisation and its context, including key psychosocial hazards to include in a formal risk assessment.

World-leading psychosocial risk assessment tools

FlourishDx includes the proprietary ‘work factors risk assessment’. It is the only tool available that takes an occupational hygiene approach to the measurement of psychosocial risk to prioritise actions.

Monitoring psychosocial hazards

FlourishDx’s tools are easy to incorporate into a formal risk monitoring program. Use the <1 minute wellbeing check in to track employee wellbeing and identify new hazards as they emerge. Consult employees with FlourishDx’s risk assessment tool in <10 minutes to formally monitor the effectiveness of controls.



Watch a detailed demonstration

Learn how FlourishDx can help you create a mentally healthy workplace at flourishdx.com