

# Psychosocial Risk & ISO 45003

A Strategic Briefing for Senior Management & Boards

Under the **Safety, Health and Welfare at Work Act 2005 (Section 19)**, all Irish employers are legally mandated to identify and assess **all** workplace hazards. This includes psychosocial hazards such as work-related stress, burnout, and bullying.

## The "Wellbeing" Misconception

Traditional "perk-based" wellbeing (yoga, apps, fruit bowls) addresses the *symptoms* of stress but fails to mitigate the *root causes*. ISO 45003 provides the international framework to manage these as **operational risks**, ensuring legal defensibility and organizational resilience.

## The Cost of Inaction

**4.2 : 1**

Average ROI for proactive mental health interventions.

**3.5x**

Presenteeism costs vs. absenteeism.

**150%**

Salary cost to replace one disengaged employee.

## Board-Level Quick Check

Risk Metric	Status / Exposure
Statutory Compliance	Do we have a documented Psychosocial Risk Assessment? (Section 19 Requirement)
Liability Defense	Can we prove "Reasonably Practicable" steps in a stress-related personal injury claim?
Work Design	Are we measuring workload, role clarity, and management support as KPIs?
Governance	Is the Board briefed on the Psychological Safety Climate of the organization?

**Next Step:** Transition from fragmented "wellness" to a structured Risk Management System. By adopting **ISO 45003**, we align with international best practices, satisfy HSA expectations, and protect our most valuable asset: our people.