



OSH: Activities in International & European Standardization

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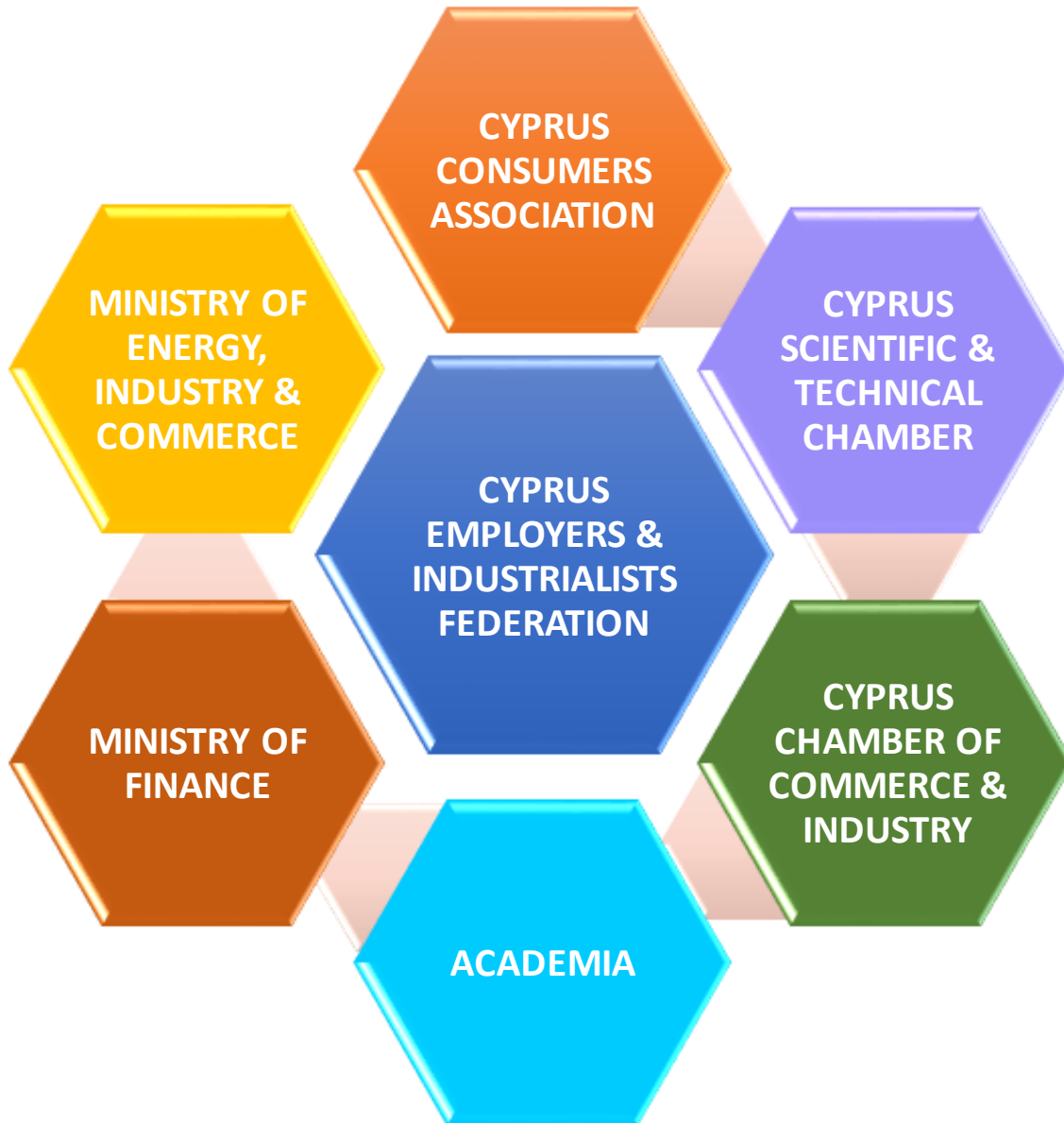
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- National Standardization Body of Cyprus
- Independent Body since 1st of January 2005
- The sole shareholder is the Ministry of Finance
- Operates under Private Law
- Governed by National Law & the EU Regulation 1025/2012
- It is managed by a seven-member Board of Directors (3-year term)

CYS Board of Directors



Cyprus Certification Company



- ❖ Subsidiary of CYS
- ❖ Accredited by the Hellenic Accreditation System (ESYD) and the Cyprus Accreditation Body – (CYSAB)
- ❖ Member of the International Quality Network (IQNET), an international network of partner certification bodies

Certification Services

- Information Security Management Systems (ISO/IEC 27001)
- Business Continuity Management Systems (ISO 22301)
- Management systems for records (ISO 30301)
- Quality Management Systems (ISO 9001)
- Environmental Management Systems (ISO 14001)
- Occupational Health & Safety Systems (ISO 45001)
- Food Safety Management Systems (ISO 22000, BRC, FSSC)
- Energy Management Systems (ISO 50001)
- Environmental verification (Regulation 1221:2009 – EMAS)
- Security Management System (ISO 28000 and ISO/PAS 28007)
- Customer Contact Centers Certifications (EN 15838)
- Accreditation of Medical Institutions and Hospitals/Clinics
- Product Certification & Playground equipment inspection
- Diving centers Certification

CYS Membership Status

EUROPEAN LEVEL

Full member of

- CEN



- CENELEC



- ETSI



INTERNATIONAL LEVEL

Full member of

- ISO



Associate member of

- IEC



Full member of

- ITU



MAIN ACTIVITIES OF CYS

PROMOTION

of European and International Standards within the industry and organisations in Cyprus

- Training & Informative Seminars
- Lectures/Visits
- Articles/Press releases

REPRESENTATION

of CYS in the European and International Standardisation Organisations



DEVELOPMENT

of national standards, national or private specifications, schemes



PARTICIPATION

in European funded programs

COOPERATION

with Public Authorities, Private Sector Associations, Academia, Social Stakeholders

HOW TO PARTICIPATE IN STANDARDIZATION ACTIVITIES

NATIONAL MIRROR COMMITTEES

- Mainly Virtual Committees
- Observe the work of relevant CEN/CLC/ISO committees
- Decision makers of the National Position of CYS in the voting stages of Draft Standards (Public Enquiry and Final Vote Stages)
- Operate on the ISO electronic platform

NATIONAL TECHNICAL OR PROJECT COMMITTEES

- Development of national standards, specifications etc
- Development of private technical specifications & guidelines
- Translation of Standards
- One to one monitoring of the work of European/International TCs



EUROPEAN & INTERNATIONAL TECHNICAL COMMITTEES

- Active Participation in the work of the Technical Committee (TC) or Working Group (WG)
- Voting on all stages of the standards development
- Attendance in the meetings of the TC and/or WG
- Promoting National Interests
- Reporting to CYS

Customer Service & Information Centre

- **Sales of**
 - ✓ European standards developed by CEN/CENELEC/ETSI
 - ✓ International standards ISO/IEC
 - ✓ National standards of other NSBs
(*agreements with ELOT, DIN, BSI*)
- **Subscription Schemes** for public authorities & private organisations
- **Collection of Standards**
- **Standards packages** for seminar participants and other interested parties





New Initiative in standardization

ISO/WD 30201 Human Resource Management System — Requirements

NWIP (New Work Item Proposal)



Proposal from 1 member, for acceptance: market relevance score >15, simple majority of P-members, 5 P-members participating, 5 experts named

WD (Working Document)



Define project leader and working group

CD (Committee Draft)



Gather national comments, for acceptance consensus or support of 2/3 of P-members. If necessary second CD

DIS (Draft International Standard)



5 Month voting time, for acceptance 2/3 P-members and no more than 1/4 negative votes (in case all P-members vote positive a FDIS is not necessary (if necessary 2 month for the 2nd DIS)

FDIS (Final Draft International Standard)



For acceptance 2/3 P-members positive, no more than 1/4 votes negative. YES/NO vote, only editorial comments, 2 month

ISO Standard



5-Yearly review

review standards, confirm, revision, withdrawal
(for new standards there is a 3-year review, thereafter 5-yearly)

- Being developed by ISO/TC 260 Human Resource Management
- CYS participates actively in ISO/TC 260 and relevant ISO/TC 260/WG13



ISO/WD 30201 Human Resource Management System — Requirements

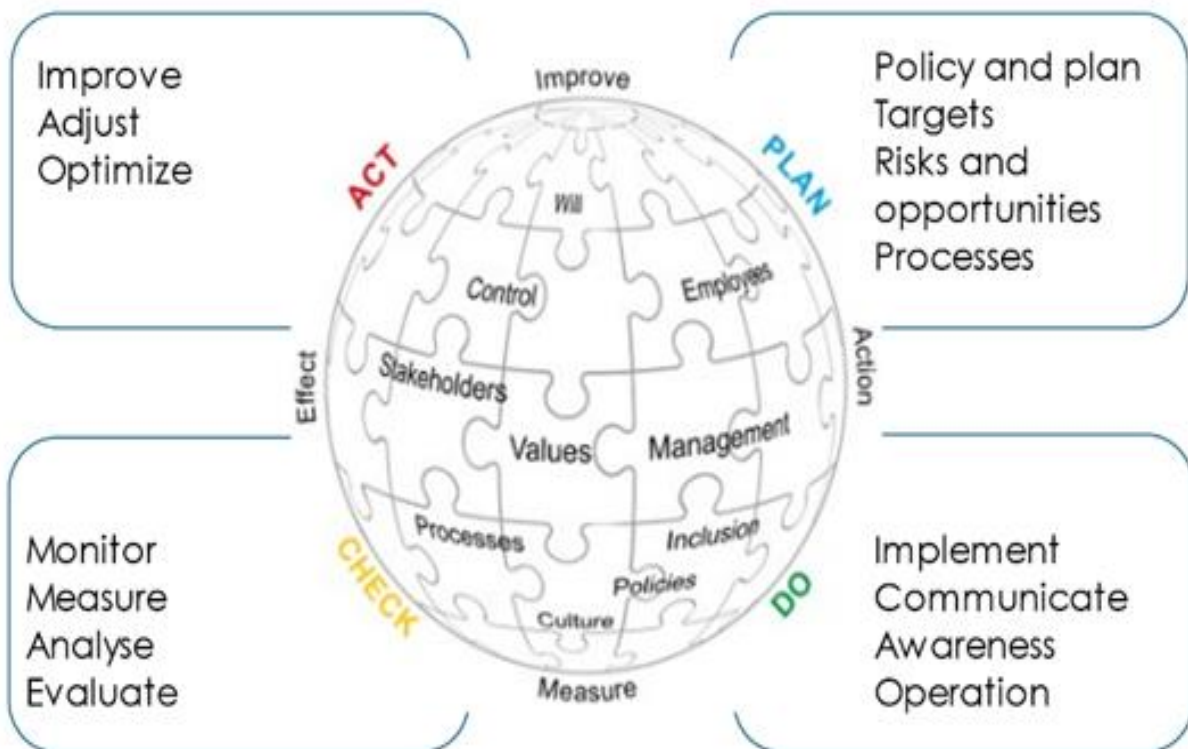
- ❖ **What is an HR Management System?** a set of interacting elements of an organization to establish HR policies and processes to achieve its objectives.
- ❖ **Proposed Scope** to provide a framework for a sustainable HRM system that organizations can use to effectively attract, develop, and deploy human capital,
through
 - Setting requirements, contributing to the implementation of strategies and processes to support the professional management of people and attainment of the UN SDG's.
 - Mitigating the risks associated with human resource management

*Applicable to organizations of all sizes and sectors, whether public or private,
for profit or not for profit.*

The scope of ISO/WD 30201:

- **does not** refer to computer software systems and applications
- **does not** dictate the organization's strategies and objectives, nor will it address its relationships with trade unions and other representative bodies. (work councils, employers associations etc.)

Continual Improvement *PLAN-DO-CHECK-ACT* cycle



*As with the other horizontal
Management Systems Standards,
ISO 30201 is intended to be a
certifiable standard*

Related Stakeholder Categories

Industry and commerce – Large Organizations & SMEs

essential for organizing HRM activities.

Government – Public Authorities

Alignment workflows with the workforce capabilities and new technology developments. common frameworks can be referenced by regulatory authorities to demonstrate good-will or best practices.

Consumers – End Users & Workers

effective HRM system demonstrates higher levels of engagement and commitment to the organization.

Labour

a tool for fair and equitable treatment of the workforce, including HRM policies and practices that directly affect workplace experiences (including ensuring Occupational Health and Safety)

Academic & Research Bodies

The collection of data for a wide variety of work-related research fields (including human capital, human resources, employee and industrial relations, industrial and organizational psychology) enables the comparative performance in industry sectors.



Proposed Contents (1/2)

1. **Strategic objectives and Scope of HRM system**
2. **Needs and expectations of interested parties**
(internally and externally)
3. **Establishment of an HRM management system**
4. **Leadership and Commitment** (including roles, responsibilities, Policy, Actions to address risks and opportunities, planning processes)



Proposed Contents (2/2)

5. **Support** (resources, competence, awareness, communication, documented information)
6. **Operation** (criteria for planning and control the processes)
7. **Performance Evaluation** (monitoring, measurement, analysis, evaluation, Internal Audit goals - programme and Management Review results)
8. **Improvement** (nonconformity and corrective action, Plans for continual improvement)





More effective use of resources and improved financial performance



Improved risk management and protection of people and the environment



Increased capability to deliver consistent and improved services and products, thereby increasing value to customers and all other stakeholders




Achievement of organization's compliance obligations (e.g. legal & regulatory requirements, voluntary commitments, contractual agreements)

Benefits of the Implementation

SUSTAINABLE DEVELOPMENT GOALS





What is coming next in ISO/TC 260?



- **ISO/AWI 30414**

Human resource management — Guidelines for **internal and external human capital reporting**

- **ISO/AWI TS 30436**

Human Resource Management — **Diversity and Inclusion Metrics**

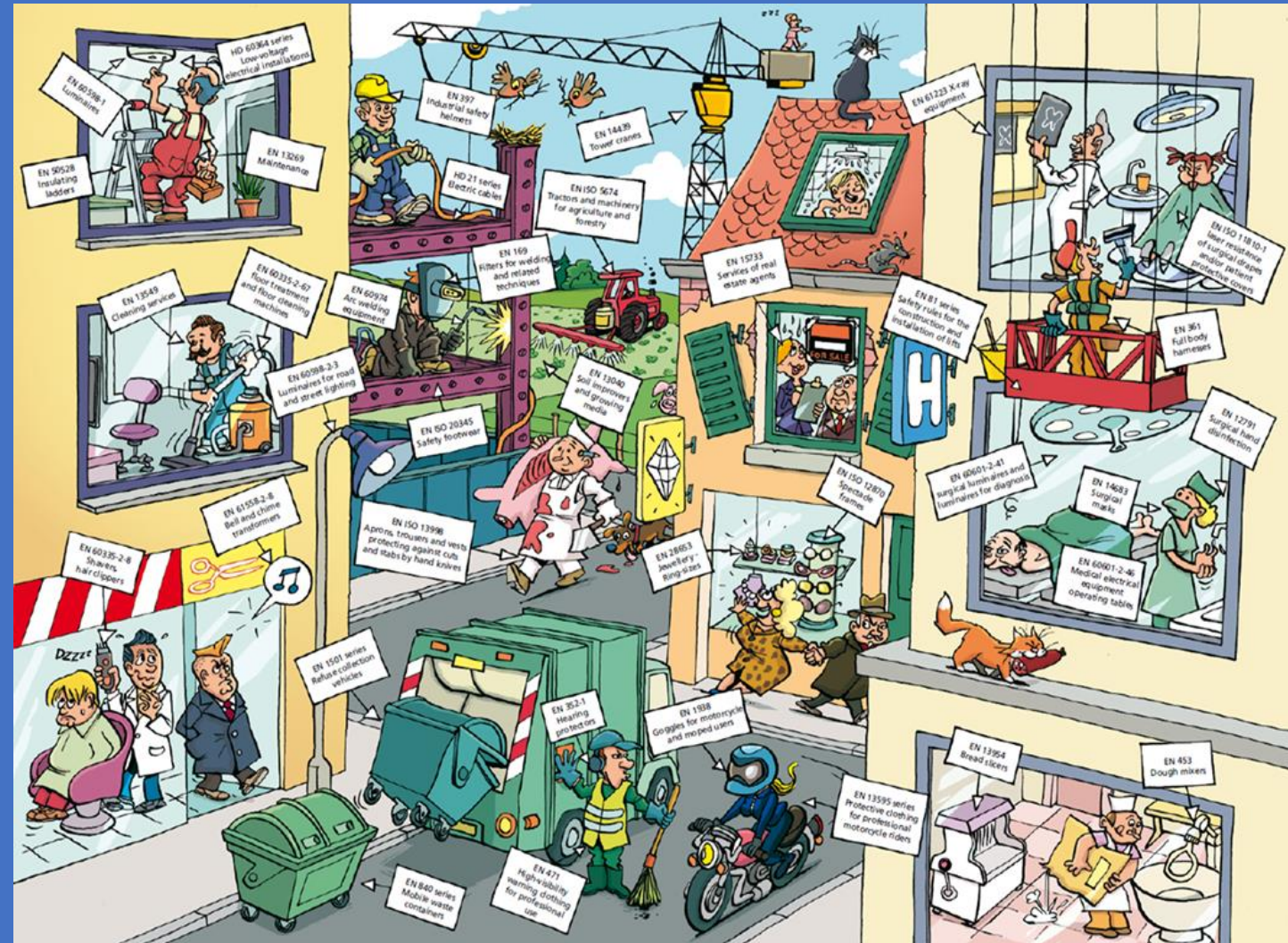
- **ISO/AWI TS 30438**

Human Resource Management — **Employee Engagement Metrics**

- **ISO/AWI 30439**

Human Resource Management — **Data Privacy Standard**

Health & Safety @Work



Occupational Safety and Health

- Tents of Standardisation Technical Committees developing standards
- Great number of Harmonized Standards which support European Directives and European Regulations (e.g Regulation 425/2016 on PPE)



ISO TC 283 Occupational health and safety management (CYS MC 11.01)

Scope

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.

- 73 countries as Participating members
- 28 Countries as Observing Members

CYS is a P-Member since the creation of ISO TC 283





ISO TC 283 Occupational health and safety management

Published Standards

- **ISO 45001:2018** Occupational health and safety management systems — Requirements with guidance for use (adopted as **CYS ISO 45001:2020** and as a European Standard **CYS EN ISO 45001:2023**)
- **ISO 45002:2023** Occupational health and safety management systems — General guidelines for the implementation of ISO 45001:2018
- **ISO 45003:2021** Occupational health and safety management — Psychological health and safety at work — Guidelines for managing psychosocial risks
- **ISO/PAS 45005:2020** Occupational health and safety management — General guidelines for safe working during the COVID-19 pandemic

CYS is currently under consultation with the relevant MC 11.01 regarding the adoption of all standards of ISO TC 283 as National Standards



ISO TC 283 Occupational health and safety management



Standards Under Development

- **ISO/DIS 45004** Occupational health and safety management — Guidelines on performance evaluation
- **ISO/FDIS 45006** Occupational health and safety management — Guidelines for organizations on preventing and managing infectious diseases

New Proposed Work Items under CIB voting stage

- **NWI ISO/PAS 45007** Occupational health and safety management — OH&S risks arising from climate change and climate action — Guidelines for organizations



Examples of OSH Technical Standardisation Committees (1/2)

Personal Protective Equipment

- CEN TC 79 Respiratory protective devices
- CEN TC 85 Eye protective equipment
- CEN TC 158 Head protection
- CEN TC 159 Hearing protectors
- CEN TC 160 Protection against falls from height including working belts
- CEN TC 161 Foot and leg protectors
- CEN TC 162 Protective clothing including hand and arm protection and lifejackets



Standards aim to prevent or reduce the risk or injury and related consequences.

Many of these standards are Harmonized under Regulation 425/2016 on PPE

Examples of OSH Technical Standardisation Committees (2/2)

- CEN TC 114 Safety of Machinery
- CEN/TC 264 Air Quality
- CEN/TC 139 Paints and varnishes
- CLC/TC 76 Optical radiation safety and laser equipment
- CLC/TC 106X Electromagnetic fields in the human environment



Once again, several of the standards developed support relevant EU Directives & Regulations



New CEN/CLC/JTC 23

Horizontal topics for Personal Protective Equipment (PPE)

- Very recently created - Open call for experts – No meeting took place yet
- The purpose of the Horizontal JTC will not be product specific, its intention is to standardize in horizontal topics and deliverables that include more than one type of PPE product.

Preliminary Scope proposed

Standardisation in the following horizontal topics – among others:

- Dual function PPE
- Integration of **smart** textiles/electronics or (other) wearables
- Personal protective systems (PPS)
- Focus on specific sectors or hazards
- **Sustainability** in PPE
- Ergonomics & comfort of PPE systems



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