



How to comply with STPS's NOM 35...



.....Improving the productivity in the organizations



Enforceability in Mexico



NOM 35 of psycho-social risk factors of the STPS

The company is a work center and therefore a place exposed to **Psychosocial and Organizational Environment Risks** such as;

- Accidents
- Contact positions with conflictive people and/or with high responsibility
- Pressure and stress for reaching goals
- Stress for promotion or fear for not losing their job
- Workplace violence
- Other risks

In some companies, employees;

- Do not have updated their organization Manuals, or they are inexistent;
- People do not know their objectives;
- Report to more than one boss;
- Their work goes beyond their capabilities;
- Have heavy responsibilities;
- Have very little time to fulfill them;
- Are not acknowledged;
- Cannot influence;
- There is no good leadership, team work, communication, conflict management, time management, etc.

This has an impact on the people's mental, social and physical health;

- Stress
- Sleeping too little or bad sleeping
- Emotional eating and gaining weight
- Do not have personal or family time
- Smoke and drink more, and more risky sexual conduct
- Spend money inadequately
- The above causes chronic degenerative illnesses; overweight, obesity, diabetes, heart ailments, cancer

Heavy expenses in GMM and unproductiveness

Hence, it was created with an obligatory nature.

Companies with 16 employees or more must in all sectors or industries, even if they use services from a payroll outsourcer, they have supportive responsibility.

Failure to comply means high penalties for each work place.

Enforceability in Mexico

Employer's obligations for the compliance of NOM 35;

Policy

To establish and communicate a policy for the attention of Psychosocial risks including;

- a) The prevention of psychosocial risk factors;
- b) The prevention of workplace violence, and
- c) The promotion of a favorable organizational environment.

Actions

1. Identifying and analyzing the psychosocial and organizational environment risk factors, keeping due records of them
2. Communication of the results to the staff
3. Adopting and transmitting the measures taken
4. Training the staff for the reduction of risks and the possible impacts on health due to the exposure to psychosocial risk factors, as well as the development of skills;
5. Identifying and channeling for their attention the people subject to traumatic events caused in the workplace, and;
6. Medical check-ups and psychological assessments
7. Establishing mechanisms for placing complaints and denouncing acts of violence

Manuals

- Manual of the organization
- Job titles' descriptions and profiles
- DNC (Training needs' identification)
- Training Plan
- Performance acknowledgment process
- Procedures
- Adequate workloads

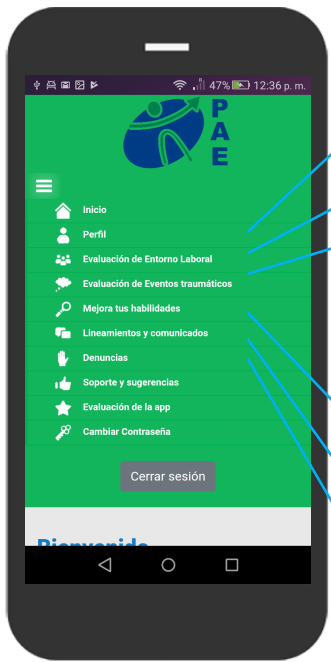


How to comply with NOM 35 using App Wellness



NOM App

This App will allow companies to comply with 67% of the NOM 35 obligations on STPS's Psychosocial Risk factors.



- Privacy notice, user's data and info such as; status, location, work area, position, schedule, team and others used as filters for information analysis
- Assessment of Psychosocial and Organizational Environment Risk Factors
- NOM 35 Assessment; Traumatic events' identification.
- List of people with traumatic events
Reports of psychosocial and organizational environment risks:

1 Global	1 Training
1 Categories	1 Claims
1 Domains	
10 Detailed Domains for identifying improvement needs	
- 9 Courses with evaluation for developing professional skills + contents
- Publication and broadcast of information; policies, regulations, training plans, acknowledgments, etc.
- Repositorio para recibir denuncias

Configuration of information according to the company needs.
Valid fields for avoiding unanswered questions

According to the Guide II and Guide III of NOM 035 psychosocial risk factors.
Valid fields for avoiding unanswered questions

The detailed reports allow knowing each question in detail.

This information is accessed only by the Administrators defined by the company.

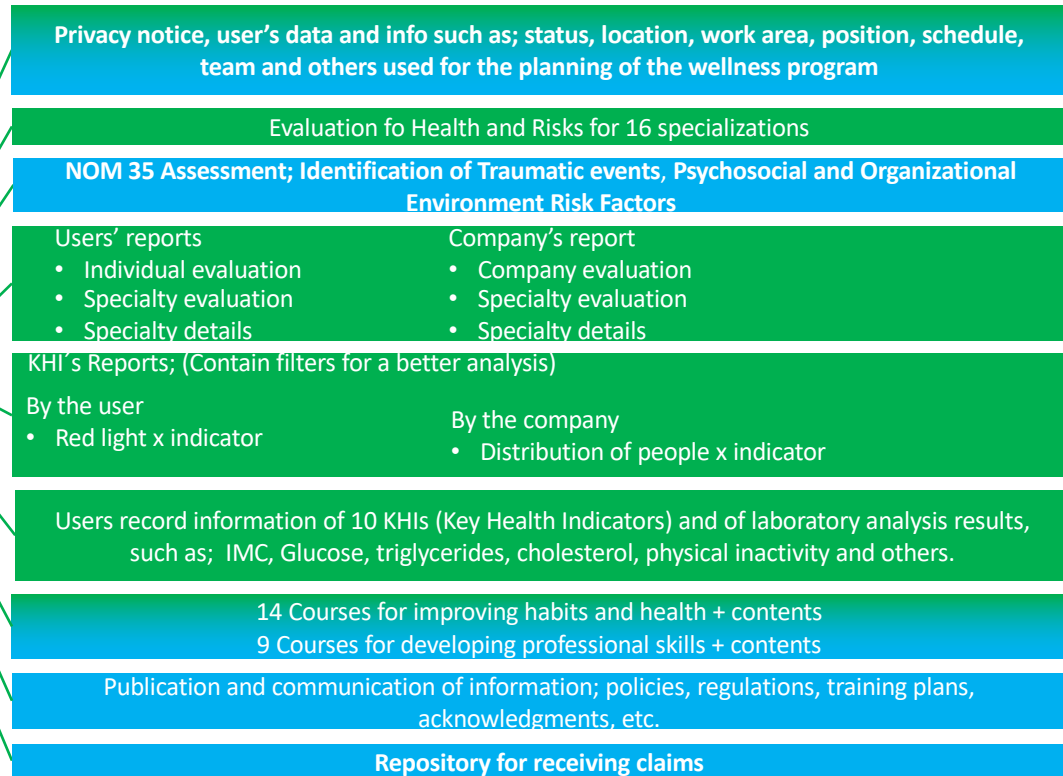
Online courses and evaluations for all the collaborators

Means of dissemination for the company to comply with the NOM 035

Online claims' report

Wellness + NOM App

The Wellness App will allow the companies comply with **67%** of the **NOM 35** obligations on **STPS's Psychosocial Risks factors**.



Comply with the STPS's NOM

The responsible people in the companies are worried due to the high penalties in each one of the workplace centers with over 16 employees.



Fundamento de Ley	Min	Max	Mín.	Máx
Artículo 43. Respecto de los Factores de Riesgo Psicosocial del Centro de Trabajo, los patrones deberán:				
I. Identificar y analizar los puestos de trabajo con Riesgo psicosocial	50	100	\$ 5,134	\$ 10,268
II. Identificar a los trabajadores que fueron sujetos a acontecimientos traumáticos ...	50	100	\$ 5,134	\$ 10,268
III. Adoptar las medidas preventivas pertinentes para mitigar los Factores de Riesgo Psicosocial;	250	5000	\$ 25,670	\$ 513,400
IV. Practicar exámenes o evaluaciones clínicas al Personal Ocupacionalmente Expuesto a Factores de Riesgo Psicosocial...	50	3000	\$ 5,134	\$ 308,040
V. Informar a los trabajadores sobre las posibles alteraciones a la salud por la exposición a los Factores de Riesgo Psicosocial, y	50	5000	\$ 5,134	\$ 513,400
VI. Llevar los registros sobre las medidas preventivas adoptadas ...	50	2000	\$ 5,134	\$ 205,360
Artículo 55. Para la promoción de un Entorno Organizacional Favorable y la prevención de la Violencia Laboral, los patrones deberán:				
I. Definir políticas para la promoción de un Entorno Organizacional Favorable y la prevención de la Violencia Laboral;	50	100	\$ 5,134	\$ 10,268
II. Disponer de mecanismos seguros y confidenciales para la recepción de quejas por prácticas opuestas al Entorno Organizacional Favorable y	250	5000	\$ 25,670	\$ 513,400
III. Realizar evaluaciones del Entorno Organizacional Favorable, tratándose de Centros de Trabajo que tengan más de 50 trabajadores;	50	100	\$ 5,134	\$ 10,268
IV. Adoptar las medidas preventivas pertinentes para combatir las prácticas opuestas al Entorno Organizacional Favorable y actos de	250	5000	\$ 25,670	\$ 513,400
V. Difundir entre los trabajadores las políticas para la promoción de un Entorno Organizacional Favorable y la prevención de la Violencia Laboral;	50	5000	\$ 5,134	\$ 513,400
VI. Llevar los registros sobre las medidas preventivas adoptadas y los resultados de las evaluaciones del Entorno Organizacional Favorable.	50	2000	\$ 5,134	\$ 205,360
			\$ 123,216	\$ 3,326,832

These are some fines for non-compliance. There are more...

A workplace center may accumulate fines up to \$3,000,000 in a workplace...

So far, we have provided counselling to companies with over 30 workplaces

Wellness Services

1 Evaluaciones



Check-up and laboratory studies in your company



Wellness App



Body composition



Physical condition

NOM 35 compliance

3 Diseño, acondicionamiento y equipamiento



Corporate gyms



Wellness corner



Doctors' practices



Breastfeeding rooms

2 Promoción de Salud



Workshops and talks



Campaigns



Health week



Active pauses, yoga, zumba and more



Telephone assistance program

Consultations in your company; nutrition and psychology

4 Personal Wellness



General or workplace physician



Infirmary



Nutriologists



Physiotherapists



Thank you very much!

Ocotepec 81
San Jerónimo Lídice
México, 10200, CDMX.

