

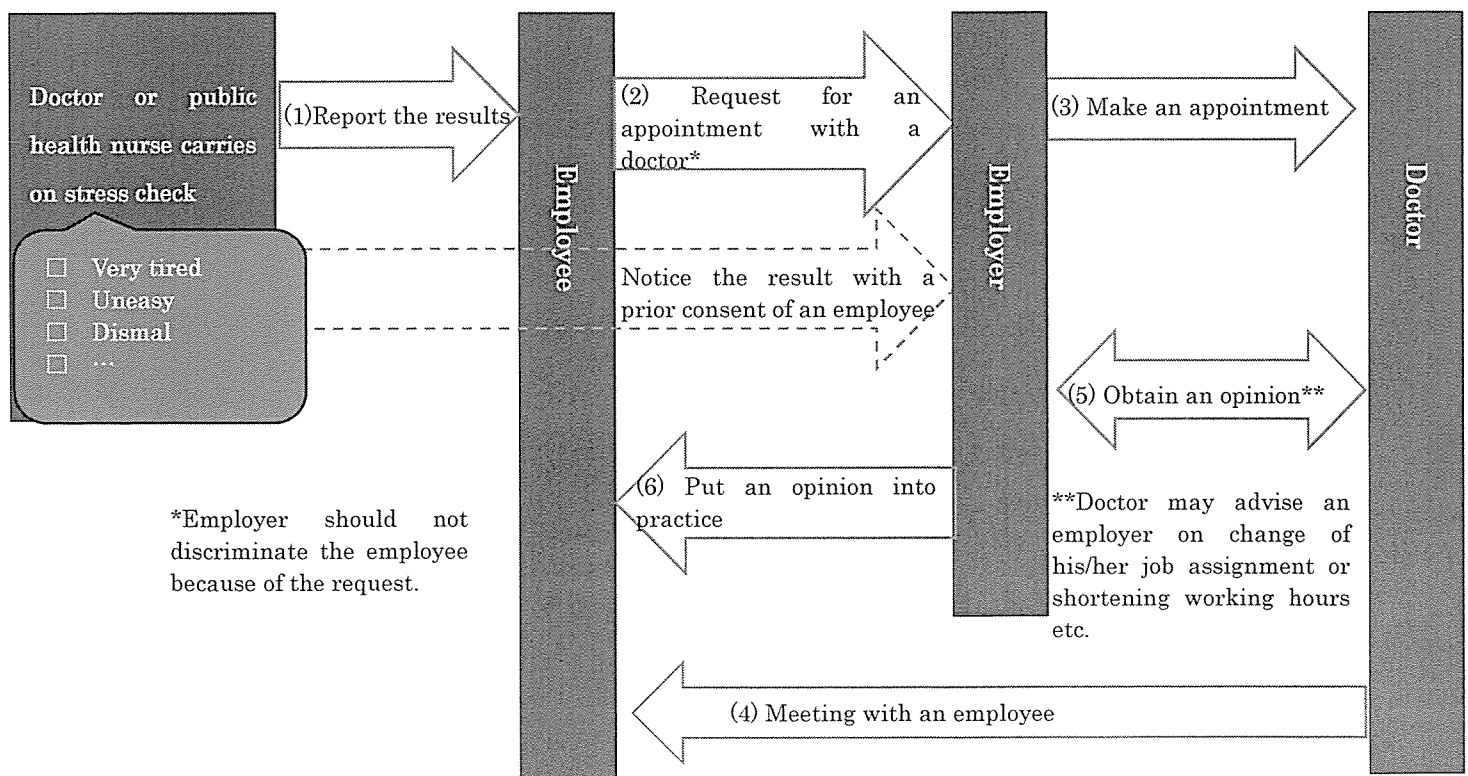
Amendments to Industrial Safety and Health Act

On 13th March 2014, a proposed amendment to the Industrial Safety and Health Act (ISHA) was submitted to the Diet.

Given the number of approval on compensation payment for industrial accident concerning mental disability significantly increased from 234 workers in FY2009 to 475 in FY2012, Japanese government has been considering to take some measures to deal with the problem.

One of the points under the Amendment concerns following measures to be taken by employers regarding mental health care for employees.

- Any employer with more than 50 employees is obliged to allow his/her employees to take stress check by a doctor or public health nurse to understand their mental stress conditions.
- An employer should arrange for a doctor to counsel his/her employee upon the request of him/her who has been informed of the result of the stress check inspection, and, if necessary, take appropriate action including, but not limited to, change of his/her job assignment and shortening working hours, considering an opinion by the doctor.



This amendment is followed by a ministerial ordinance as well as guideline that will provide operational rules for employers. As of today Ministry of Health, Labour and Welfare is yet to decide details like questionnaires for stress check and a role of doctor or public health nurse in this health care system.

This amendment is expected to be in force in the next fiscal year so that it is recommended that employers start preparing for the amendment as soon as possible.