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The OH&S Management Systems Game Changer: ISO 45001

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Agenda

- History of OH&S Management Systems
- ISO 45001 Overview
- ISO 45001 Clauses

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What is an ISO Management System?

- Internationally agreed standard that sets the requirements for a management system
- Helps organizations identify, manage, monitor, and control issues in a holistic manner
- Intent: continual improvement

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Evolution of OH&S MS

Year	System	Focus
1987 (2008) (2015)	ISO 9001	Quality; meeting customer expectations and product specifications; certifiable
1996 (2004) (2015)	ISO 14001	Environment; managing environmental aspects and impacts; certifiable
1996	BSI 8800	Occupational health and safety; non-certifiable guidance document
1999 (2007)	OHSAS 18001	Occupational health and safety; certifiable
2001 (2009)	ILO OHS/2001	Occupational health and safety; non-certifiable guidance document
2005 (2012)	ANSI Z10	Occupational health and safety; certifiable
2018	ISO 45001	Occupational health and safety; certifiable

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Comparison

ANSI Z10:2005	OHSAS 18001:2007	ISO 45001:2018
US National Consensus standard	BSI-owned, EU consensus standard	International consensus standard
Z10 Committee: US industries, industry trade groups, labor, agencies, standard setting bodies	OHSAS Project Group: Consortium of 43 organization from 28 countries, chaired by BSI	TC 283: 70 participating members worldwide, chaired by BSI
Gaining recognition, can be used for accredited certification	Internationally recognized, could be used for accredited certification	Internationally recognized, OHSAS certificants have until March 2021 to get certified
Elements compatible with ISO 14001, but some differences	Elements aligned with ISO 14001:2004	Elements align with ISO 14001:2015 and IOS 9001:2015
Has special significance to US as a national consensus standard	In absence of ISO standard, was the leading global standard	New! Leading international consensus standard

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Timeline

- OHSAS 18001 first published in 1999
- OHSAS 18001:2007 -> ISO 45001:2018
  - Transition deadline: March 12, 2021

ISO 45001 Migration Timeline

2018   2019   2020   2021

March 2018 New ISO publication   March 2018 Start of three year transition period to March 2021

~~OHSAS 18001~~

ISO 45001

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Purpose

Purpose of OHSAS 18001:

"to enable an organization to control its OH&S risks and improve its OH&S performance"

Purpose of ISO 45001:

"to enable an organization to proactively improve its OH&S performance in preventing injury and ill-health"

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ISO 45001

• Provides a framework to increase safety, reduce workplace risks and enhance health and well-being at work, enabling an organization to proactively improve its OH&S performance.

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Why was ISO 45001 created?

- Over 7,600 people die each day from work-related accidents or diseases - that's over 2.78 million every year.
- The burden of occupational injuries and diseases is significant, both for employers and the wider economy, resulting in losses from early retirements, staff absence and rising insurance premiums.
- ISO 45001 will help organizations reduce this burden by providing a framework to improve employee safety, reduce workplace risks and create better, safer working conditions, all over the world.
- The standard was developed by an international committee of occupational health and safety experts, and follows other generic management system approaches such as ISO 14001 and ISO 9001.
- It takes into account other International Standards, various national standards, and the ILO's international labor standards and conventions.

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ISO 45001 Benefits

- Reduction of workplace incidents
- Reduced absenteeism and staff turnover, leading to increased productivity
- Reduced cost of insurance premiums
- Creation of a health and safety culture, whereby employees are encouraged to take an active role in their own OH&S
- Reinforced leadership commitment to proactively improve OH&S performance
- Ability to meet legal and regulatory requirements
- Enhanced reputation
- Improved staff morale

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ISO 45001 Key Improvements

- OH&S management to be more prominent within the organization's strategic direction

- A greater commitment from leadership: safety culture

- A focus on worker participation and consultation

- An explicit requirement for risk-based thinking to support and improve the understanding and application of the process approach

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ISO 45001 Key Improvements

- Context of the organization must be understood
  - Internal and external issues
  - Increased emphasis on workers and interested parties
- OH&S performance
- Procurement, outsourced processes, contractors
- Foundation for the integration with other management systems

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New Terminology

- Documented information
- Worker
- Process
- Participation and consultation
- Top management
- Risks and opportunities
- Performance indicator
- Intended outcomes
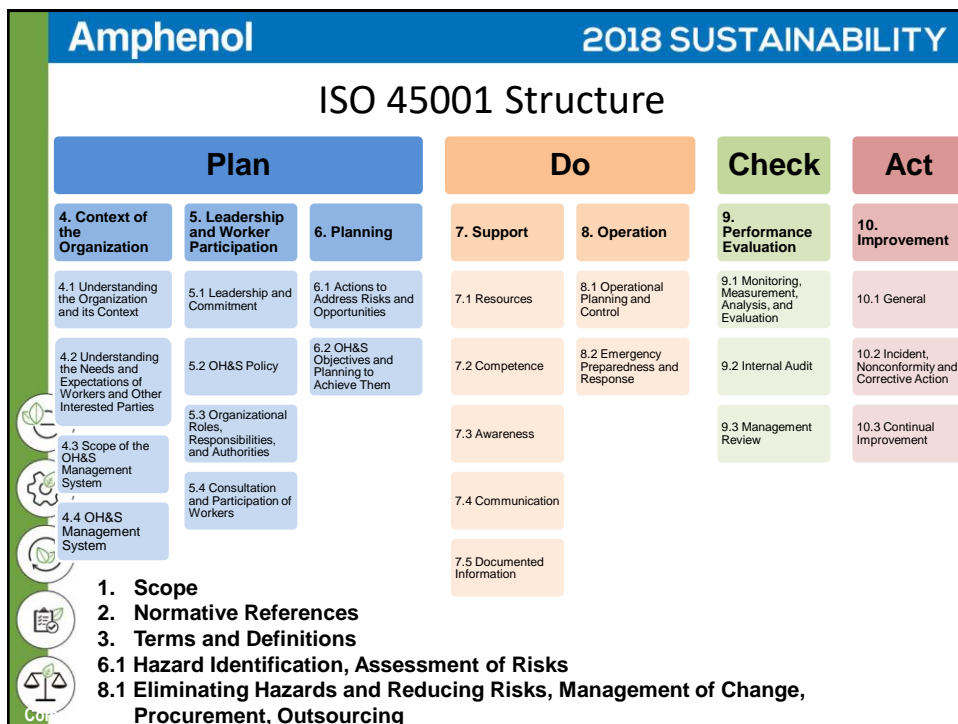
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High-Level Structure
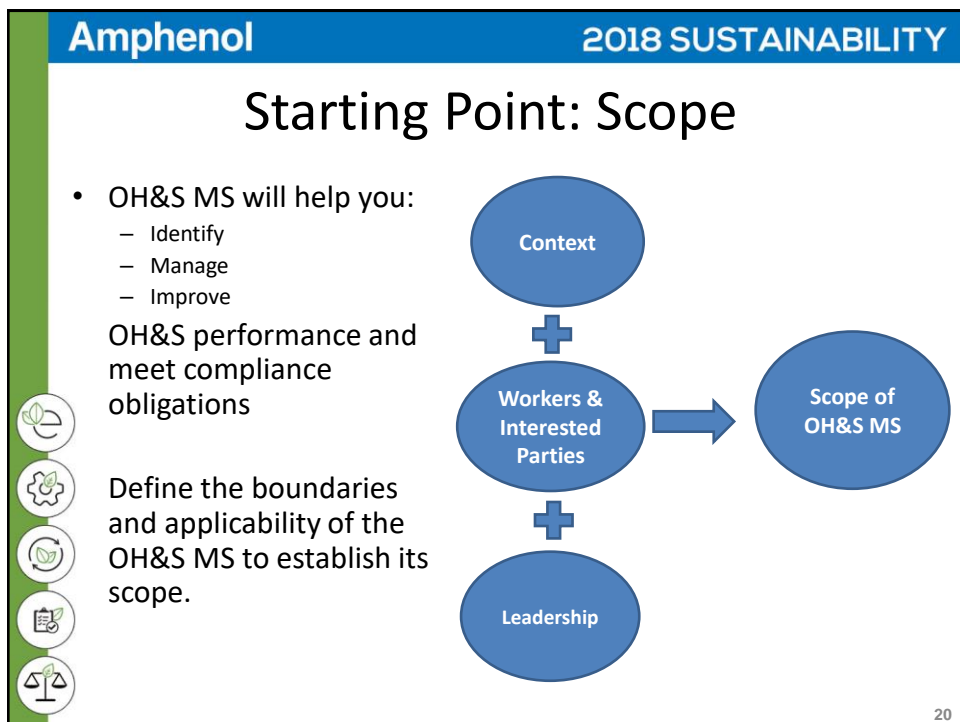
ISO **ANNEX SL**

- A new common format has been developed for use in all management system standards
  - Standardized core text and structure for multiple ISO management systems for integration
  - Standardized core definitions

Clause 1	Scope
Clause 2	Normative references
Clause 3	Terms and definitions
Clause 4	Context of the organization
Clause 5	Leadership
Clause 6	Planning
Clause 7	Support
Clause 8	Operation
Clause 9	Performance evaluation
Clause 10	Improvement

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ISO 45001 Structure

Plan			Do		Check	Act
4. Context of the Organization	**5. Leadership and Worker Participation**	**6. Planning**	**7. Support**	**8. Operation**	**9. Performance Evaluation**	**10. Improvement**
4.1 Understanding the Organization and its Context	5.1 Leadership and Commitment	6.1 Actions to Address Risks and Opportunities	7.1 Resources	8.1 Operational Planning and Control	9.1 Monitoring, Measurement, Analysis, and Evaluation	10.1 General
4.2 Understanding the Needs and Expectations of Workers and Other Interested Parties	5.2 OH&S Policy	6.2 OH&S Objectives and Planning to Achieve Them	7.2 Competence	8.2 Emergency Preparedness and Response	9.2 Internal Audit	10.2 Incident, Nonconformity and Corrective Action
4.3 Scope of the OH&S Management System	5.3 Organizational Roles, Responsibilities, and Authorities		7.3 Awareness		9.3 Management Review	10.3 Continual Improvement
4.4 OH&S Management System	5.4 Consultation and Participation of Workers		7.4 Communication			
			7.5 Documented Information			

1. **Scope**
2. **Normative References**
3. **Terms and Definitions**

6.1 Hazard Identification, Assessment of Risks
8.1 Eliminating Hazards and Reducing Risks, Management of Change, Procurement, Outsourcing

ISO 14001 Structure

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Plan			Do		Check	Act
4. Context of the Organization	**5. Leadership**	**6. Planning**	**7. Support**	**8. Operation**	**9. Performance Evaluation**	**10. Improvement**
4.1 Understanding the Organization and its Context	5.1 Leadership and Commitment	6.1 Actions to Address Risks and Opportunities	7.1 Resources	8.1 Operational Planning and Control	9.1 Monitoring, Measurement, Analysis, and Evaluation	10.1 General
4.2 Understanding the Needs and Expectations of Interested Parties	5.2 Environmental Policy	6.2 Environmental Objectives and Planning to Achieve Them	7.2 Competence	8.2 Emergency Preparedness and Response	9.2 Internal Audit	10.2 Nonconformity and Corrective Action
4.3 Scope of the Environmental Management System	5.3 Organizational Roles, Responsibilities, and Authorities		7.3 Awareness		9.3 Management Review	10.3 Continual Improvement
4.4 Environmental Management System			7.4 Communication			
			7.5 Documented Information			

1. **Scope**
2. **Normative References**
3. **Terms and Definitions**
4. **6.1 Environmental Aspects, Compliance Obligations**

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Starting Point: Scope

- OH&S MS will help you:
  - Identify
  - Manage
  - Improve

OH&S performance and meet compliance obligations

Define the boundaries and applicability of the OH&S MS to establish its scope.

Context + Workers & Interested Parties + Leadership → Scope of OH&S MS

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4. Context of the Organization

4.1 Understanding the organization and its context

What does the organization do and why?

4.2 Understanding the needs and expectations of workers and other interested parties

4.3 Determining the scope of the management system
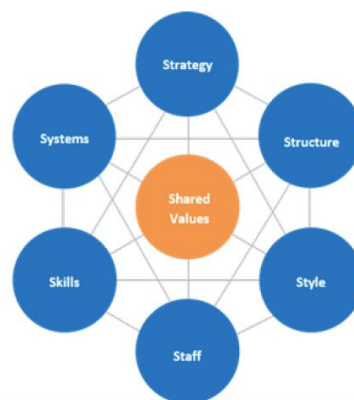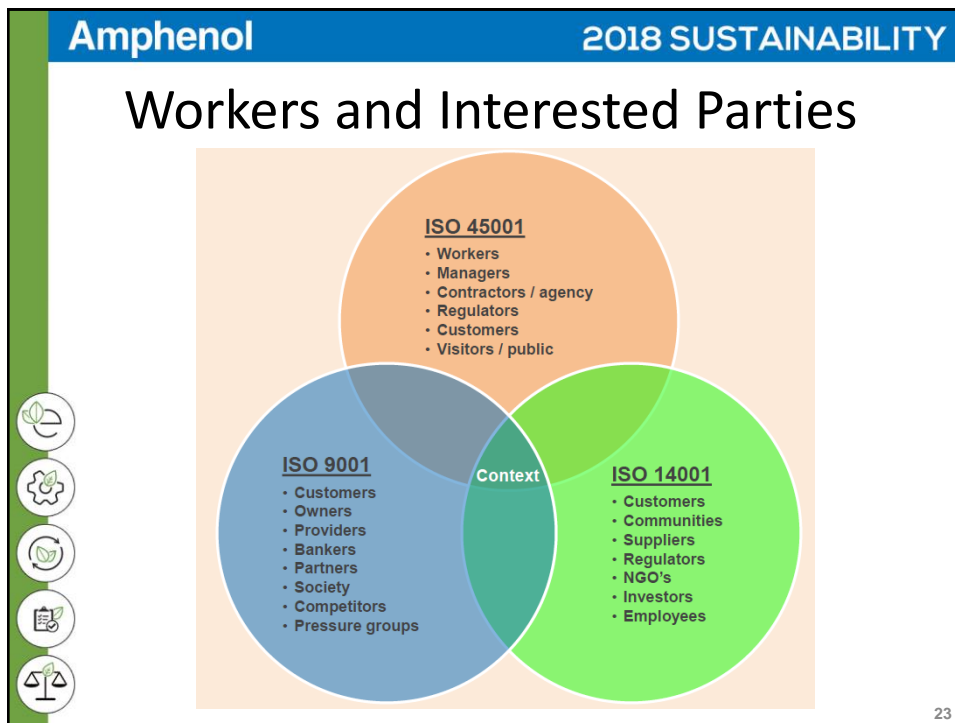
4.4 OH&S management system

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External and Internal Factors

External Factors

Legal
Political
Environment
PESTEL Analysis
Technology
Economic
Social

Internal Factors

Strategy
Systems
Structure
Shared Values
Skills
Style
Staff

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Workers and Interested Parties

ISO 45001
- Workers
- Managers
- Contractors / agency
- Regulators
- Customers
- Visitors / public

Context

ISO 9001
- Customers
- Owners
- Providers
- Bankers
- Partners
- Society
- Competitors
- Pressure groups

ISO 14001
- Customers
- Communities
- Suppliers
- Regulators
- NGO's
- Investors
- Employees

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5. Leadership

Essence: Emphasis on leadership, not just management, to enhance participation and engagement with other interested parties to provide safe and healthy working conditions

5 Leadership and worker participation

5.1 Leadership and commitment

5.2 OH&S Policy

5.3 Organization roles, responsibilities, and authorities

5.4 Consultation and participation or workers

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6. Planning/ 8.1.2 Hazards & Risk Reduction

Planning is about defining the actions required to successfully achieve OH&S outcomes and objectives, address risks and opportunities and meet legal and other requirements while engaging with workers

Hierarchy of Controls

Most effective	**Elimination**	Physically remove the hazard
	Substitution	Replace the hazard
	Engineering Controls	Isolate people from the hazard
	Administrative Controls	Change the way people work
Least effective	**PPE**	Protect the worker with Personal Protective Equipment

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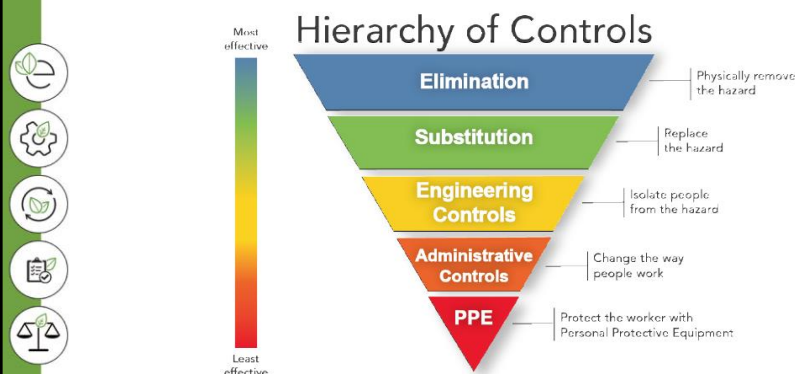
6. Planning

6.1 Actions to address risks and opportunities

6.1.1 General

6.1.2 Hazard identification and assessment of risk and opportunities

6.1.3 Determination of legal and other requirements

6.1.4 Planning to take action

6.2 OH&S objectives and planning to achieve them

6.2.1 OH&S objectives

6.2.2 Planning to achieve OH&S objectives

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7. Support

- Centered on communication
- Essence: Leaders of the organization need to provide the resources and information necessary for the establishment, maintenance and continual improvement of the OH&S management system

Resources **+** Information **+** Training **=** Support

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7. Support

7.1 Resources

7.2 Competence *(also applies to external workers – contractors).*

7.3 Awareness – *including the ability to remove themselves from work situations that they consider present an imminent and serious threat to life or health and protecting them from undue consequences for doing so.*

7.4 *Communication –includes external and internal communications*

7.5 Documented information – *can be on a range of media – not just hard copy paper based information and must be suitably controlled.*

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ISO 45001 Documented Information

1) Scope of the OH&S MS
2) OH&S policy
3) Responsibilities and authorities for relevant roles
4) Risks and opportunities
5) Processes and actions to address risks and opportunities
6) Methodologies and criteria for the assessment of OH&S risks
7) Legal requirements and other requirements
8) OH&S objectives and plans to achieve them
9) Operational planning and control processes
10) Emergency response processes and plans
11) Maintenance, calibration or verification of measuring equipment

Evidence of:
11) Competence
12) Communications
13) Monitoring, measurement, analysis, performance evaluation results
14) Compliance evaluation results
15) Implementation of the audit program, audit results
16) Results of Management Reviews
17) Nature of incidents, nonconformities; corrective actions and results
18) Continual improvement

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8. Operation

- **Essence: The organization needs to plan, implement, control and maintain the processes needed to meet compliance obligations, manage risk effectively and meet the requirements of the OH&S system**

8.1 Operational planning and control

    8.1.1 General – *including maintaining documented information and adapting work to workers.*

    8.1.2 Eliminating hazards and reducing OH&S risks.

    8.1.3 Management of change.

    8.1.4 Procurement: General, Contractors and Outsourcing requirements.

8.2 Emergency preparedness & response

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9. Performance Evaluation

- **Essence: monitor, measure, analyze, and evaluate EOH&S performance**

9.1 Monitoring, measurement, analysis and performance evaluation
    9.1.1 General
    9.1.2 Evaluation of compliance

9.2 Internal audits
    9.2.1 General
    9.2.2 Internal audit program

9.3 Management review

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10. Improvement

- **Essence: Enhancement of OH&S performance is a fundamental objective of the management system and Section 10 requires action to achieve this.**
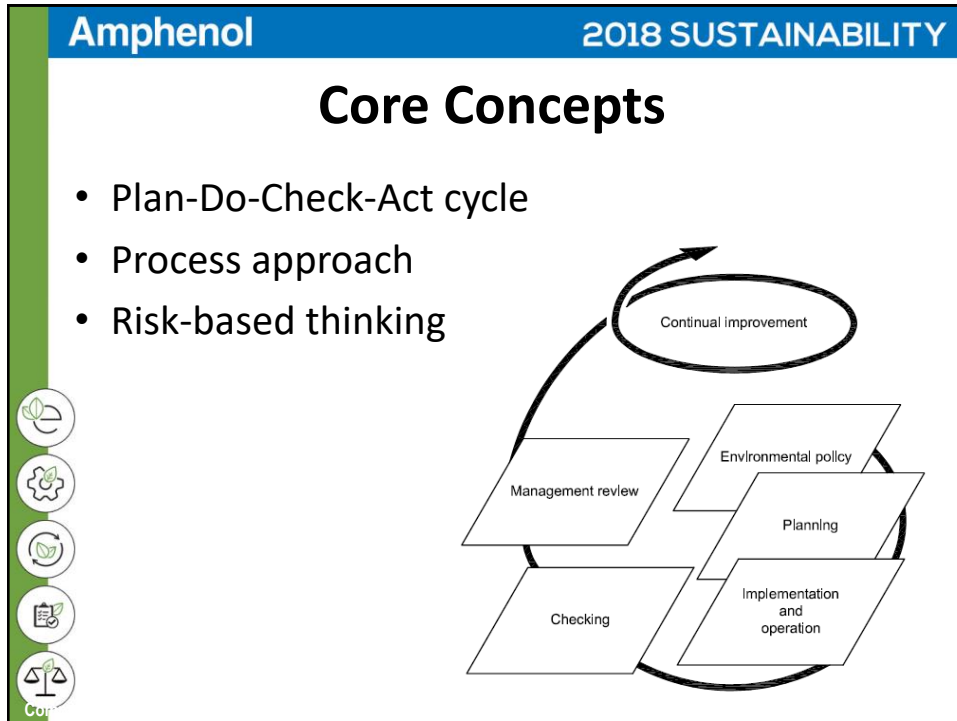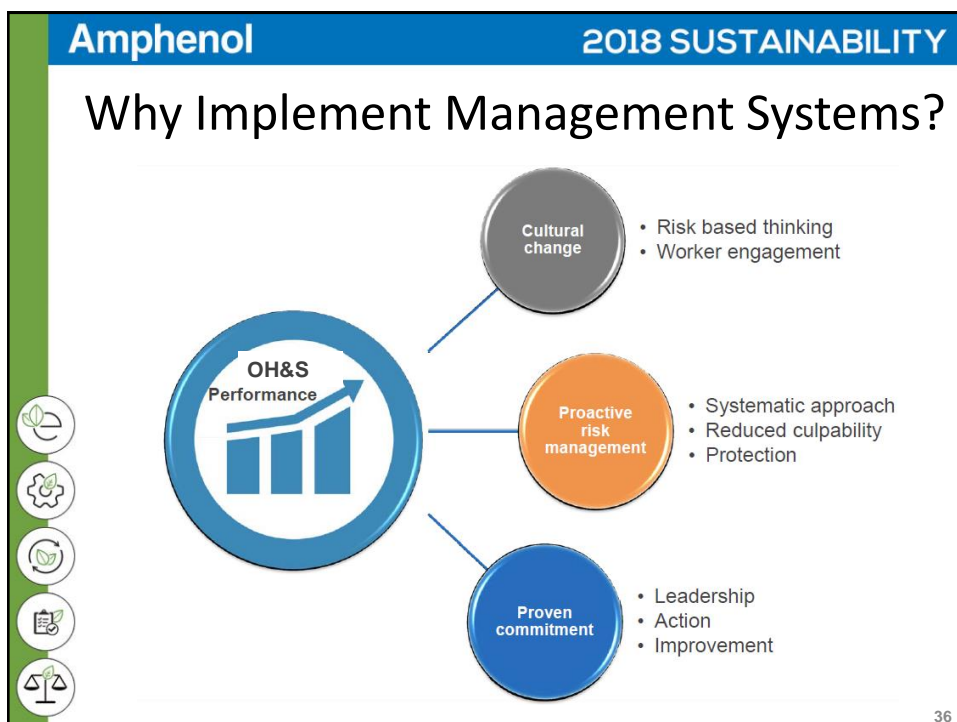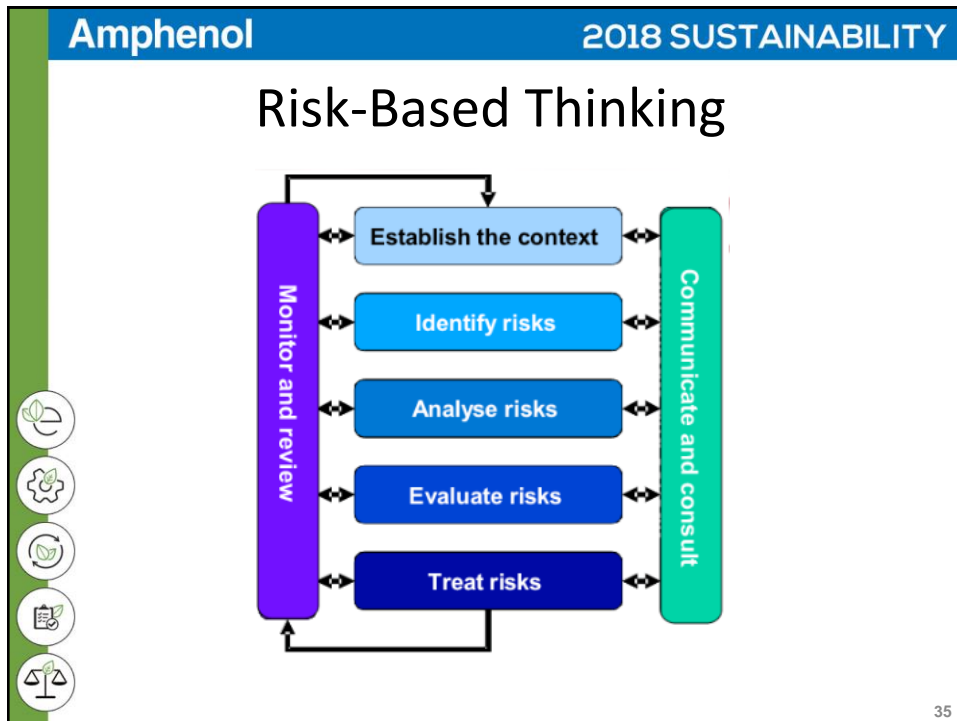
10.1 General

10.2 Incidents, non-conformity and corrective action

10.3 Continual improvement *(by enhancing performance, promoting a culture of support, worker participation in improvements, communication and retaining documented information).*

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Core Concepts

- Plan-Do-Check-Act cycle
- Process approach
- Risk-based thinking

ISO 45001: Process Approach

Risk-Based Thinking

Why Implement Management Systems?

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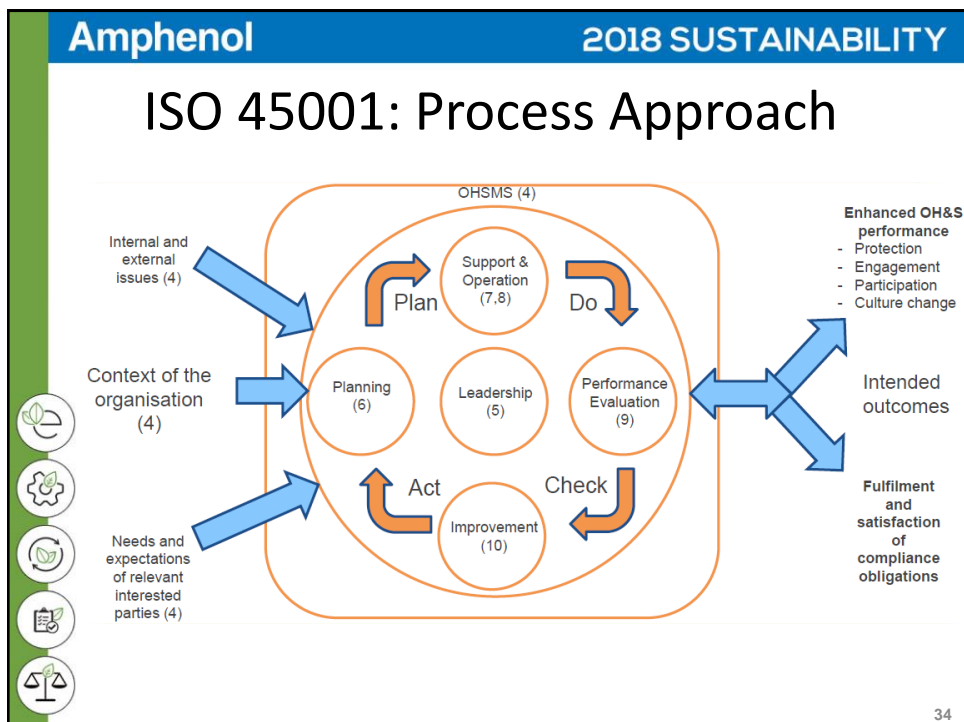
Steps to ISO Certification

- Buy the standards and get training
- Get management buy-in
- Gap analysis
  - Establish resources, objectives, procedures, policies, documented information
- Train your employees and internal auditors
- Hire third-party auditor
- Application, assessment, certification

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How do I Migrate from OHSAS 18001?

- Perform gap analysis
- Analyze interested parties and context of the organization
- Establish scope and objectives
- Establish processes, including risk evaluation/assessment
- Set performance indicators
- Train workers and auditors
- Update audit program
- Hold management review
- Get certified

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Questions?

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