



# ISO 45001 OHS MANAGEMENT SYSTEM

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**2.78 million**  
deaths occur  
at work yearly.



Every day, almost  
**7700** persons  
die of work-related  
diseases or injuries.



There are some  
**374 million**  
non-fatal work-related  
injuries and illnesses  
each year, many of these  
resulting in extended  
absences from work.



The total cost of  
illnesses, injuries  
and deaths was  
**3.94%**  
of the global gross  
domestic product  
(GDP)...



...or about  
**USD 2.99 trillion.**  
in direct and indirect costs of injuries  
and diseases.



The economic  
impact of failing  
to invest in worker  
safety and health  
is nearly equal to  
the combined GDP  
of the **130** poorest  
countries in the world.

Source: ILO



ISO 45001



**On a global scale poor Occupational Health & Safety Management contributes to about :**

- 4.1 million workers suffer serious illness or injury yearly
- Costs around 4% of the global GDP
- 2.7 million workers lose their lives yearly

An effective management standard for occupational health & safety was needed to save lives, prevent accidents and improve employee wellbeing.

The worldwide need to **harmonize occupational health and safety management systems** using an international standard and sharing best practices was essential. It has an effective at local, national, regional and international level – applying to both developing and developed countries. With this new standard to refer to, together with the right infrastructure and training, organizations will be able to address these **risks better** in future.



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## Understanding the New International Standard for Occupational Health & Safety

ISO 45001 was developed taking into account the views of large and small organizations, government bodies, trades unions and worker representative organizations. In order to ensure the widest possible input is received from all stakeholders, ISO made the committee draft available to the public and all stakeholders for comment.

ISO 45001 is based on the new ISO **High Level Structure** (HLS) for management system standards which:

- Integrates with other management systems
- Provides an integrated approach to organizational management
- Reflects the increasingly complex environments in which organizations operate
- Enhance an organization's ability to address their health & safety risks



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## What is the new standard & how does it benefit organizations

ISO 45001 is the **world's first OH&S international** standard which will help thousands of organizations to provide safe and healthy workplaces for their workers and other people, **prevent deaths, work-related injury and ill-health** and to continually improve its OH&S performance.

Organization's will improve their resilience by ensuring they can ***anticipate, prepare*** for, respond and adapt to changes so they survive and prosper.

- Ensure **health & safety management** is **aligned** with the **strategic direction** of the organization
- Improve **integration** with other management system standards
- **Increase** involvement of the **leadership** team
- **Improve** occupational health and safety **performance**

## History of ISO 45001 Development

- The first session was unable to deal with the 1300 or so comments and 230 pages of text generated following the first version of the draft, established in London in October 2013
- Casablanca, Morocco, April 2014
- TG 2 in charge of the "planning" chapter met in Dubai in June 2014
- Trinidad & Tobago Jan 2015
- Ireland June 2015
- Switzerland September 2015
- Canada June 2016
- Demark 2016
- Lithuania November 2016
- Vienna February 2017
- Malaysia September 2017



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2013	2017
27 Member Countries	88 Member Countries
5 Liaison Members	19 Liaison Members
83 Delegates	114 Delegates

One of the key Liaison Members:







ISO 45001



## BS OHSAS 18001

The 18000 series of standards were developed outside of the world of ISO as a British Standard (BS), therefore the official reference to the standard is “BS OHSAS 18001”.

## Why are they calling it 45001?

- Unfortunately ISO 18001 was already taken.

ISO 18001 currently is a standard, but it has nothing to do with Occupational Health & Safety. ISO 18001 is actually a standard for Radio Frequency Identification.



## OHSAS 18001 Vs ISO 45001



### What are the major differences between OHSAS 18001 and ISO 45001?

ISO 45001 concentrates on the *interaction between an organization and its business environment* while OHSAS 18001 was focused *on managing OH&S hazards and other internal issues*. But the standards also diverge in many other ways:

- ISO 45001 is *process-based* – OHSAS 18001 is *procedure-based*
- ISO 45001 is dynamic in all clauses – OHSAS 18001 is not
- ISO 45001 considers both risk and opportunities – OHSAS 18001 deals exclusively with risk
- ISO 45001 includes the views of interested parties – OHSAS 18001 does not

OH&S is no longer treated as a “*stand alone*”, but must be viewed within the perspective of running a sound and sustainable organization.



ISO 45001



## VITAL DESIGN FEATURES

- 10-clause structure and core text for all Management System Standards Process approach strengthened/more explicit
- Clearer understanding of the organization's context is required
- Increased emphasis on seeking opportunities for improvement
- Concept of preventive action now addressed throughout the standard by risk identification and mitigation
- The term documented information replaces the terms document and record



ISO 45001

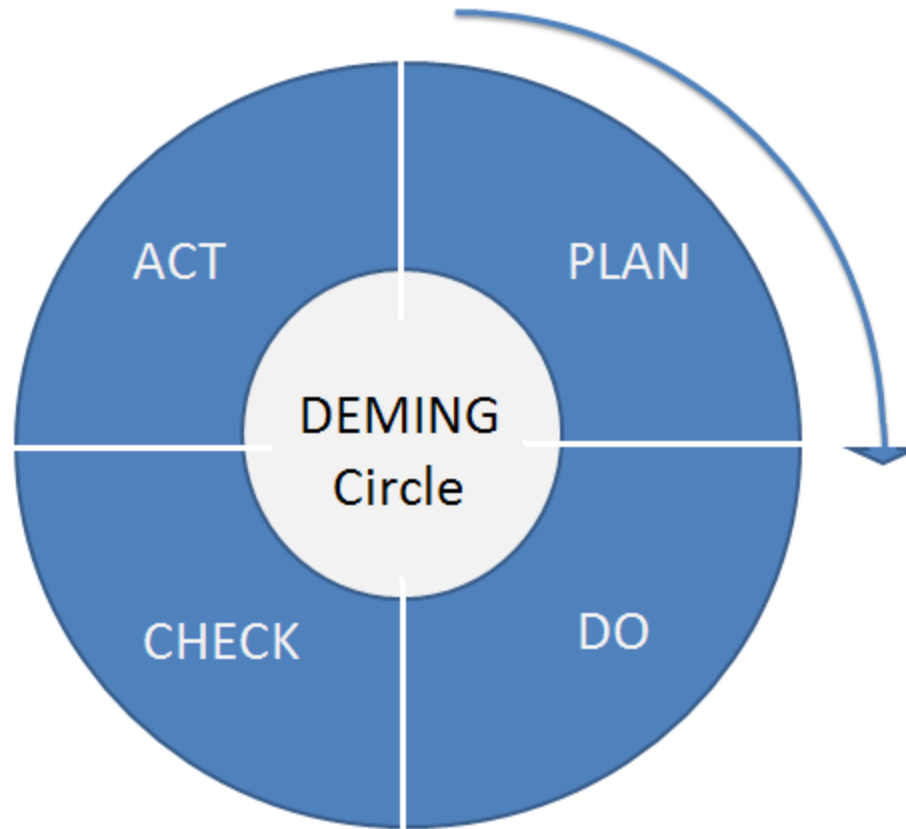


## The structure of the new 45001 standard includes:

- Scope
- Normative references
- Terms and definitions
- Context of the organization
- Leadership and Worker Participation
- Planning
- Support
- Operation- **Hierarchy Controls, Outsourcing, Contractors, Procurement, Emergency Prep**
- Performance evaluation
- Improvement- **Incidents, Non Conformity, Corrective Action, Continual Improvement**



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## AIM OF ISO 45001 OHS MANAGEMENT SYSTEM

The purpose of an OHS management system is to ***provide a framework for managing OHS risks and opportunities.*** The aim and intended outcomes of the OHS management system are to prevent work-related injury and ill health to workers and to provide safe and healthy workplaces. Consequently, it is critically important for the organization to ***eliminate hazards and minimize OHS risks by taking effective preventive and protective measures.***

When these measures are applied by the organization through its OHS management system, the organization can improve its OHS performance. An OHS management system can be more effective and efficient when taking ***early action to address opportunities for improvement of OHS performance.***

Implementing an OHS management system enables an organization to manage its OHS risks and improve its OHS performance. An OHS management system ensures that an organization ***fulfils its legal and other requirements.***

# 5 tips

## to keep your workers healthy and safe at work



### 1 Identify

all the process and activities at your place of work





### 2 Check

with the help of the workers themselves whether any activity has significant associated hazards that could cause harm?

*Some dangerous situations/processes to watch out for include working at height, moving parts in machinery, electrical equipment, chemicals, construction activities and farm working operations, etc.*







### 3 Reduce

risks that can lead to serious injury (accidents or long term sickness) by removing the hazard, modifying the work process, protecting workers, etc.

*Examples include long term exposure to handling heavy items, radiation, noise, vibration, visual display screens, chemicals etc.*







### 5 Improve

by always looking out for what could be done better and more safely.







### 4 Verify

whether the measures you have in place to protect workers are working properly and that rules are being followed.







**#ISO45001**





## ISO 45001 STRUCTURE

The decision was taken by the ISO Joint Technical Coordination Group (JTCG) in an effort to make life easier for organizations who wish to have a single management system.

- The new standard complies with ***Annex SL***.
- Which means that all the management system standards will eventually be aligned. ISO 45001 utilizes the same ***common structure, definitions*** and ***core text*** being used for the latest ISO 14001:2015 and ISO 9001:2015.
- This ensures better compatibility of systems and governance, making implementation within an organization smoother. The existing OHSAS 18001 will be used as “proof of concept”.
- The Guidance will be in the annex of the ISO 45001 standard.

## Risk and No “preventive action”

- The Annex SL text does not include a clause on “Preventive action”, as it is now assumed that the whole system will be a preventive tool.
- The concept of “risk-based” thinking has also been extended into drafting the requirements in ISO 45001.
- While ISO 45001 will address risks and opportunities, this will not require organizations to implement a full risk management system (as described in ISO 31000).
- Risks will need to be identified, and appropriate controls put in place.



## AUDITING OF ISO 45001

- A set of OH&S MS auditing competency requirements, as a new Part to ISO/IEC 17021 has been developed.
- ISO/IEC TS 17021-10 by ISO/CASCO, though a joint working group (no.48) with PC 283 addressed requirements that could affect auditor competency.
- ISO 19011 has also been developed to include ISO 45001 for auditing of ISO management systems.





# NEW TERMINOLOGY



<b>Interested party</b>	Person or organization that <b>can affect, be affected by, or perceive itself to be affected by</b> a decision or activity
<b>Worker</b>	Person performing <b>work or work-related activities under the control of the organization</b>
<b>Participation</b>	Involvement of workers in <b>decision-making processes(es)</b> in the OH&S management system
<b>Consultation</b>	Process by which the organization <b>seeks the views</b> of the workers <b>before it makes a decision</b>
<b>Workplace</b>	Place under the <b>control of the organization</b> where a person needs to be or go <b>by reason of work</b>
<b>Injury and ill health</b>	Adverse effect on the physical, mental or cognitive condition of a person
<b>Hazard</b>	Source or situation with potential to cause <b>injury and ill health</b>
<b>Risk</b>	Effect of uncertainty
<b>OH&amp;S risk</b>	Combination of the likelihood of occurrence of a work-related hazardous event or exposure(s) and the severity of injury and ill health that can be caused by the event or exposures
<b>O H &amp; S opportunity</b>	Circumstances or set of circumstances that can lead to improvement of OH&S performance
<b>O H &amp; S performance</b>	Performance related to the <b>effectiveness of the prevention of injury and ill health</b> to workers and the provision of safe and healthy workplaces
<b>Incident</b>	Occurrence(s) <b>arising out</b> of or in the course of <b>work</b> that <b>could or does</b> result in injury and ill health



### Clause 4: Context of the organization

This clause establishes the what the context of the organization is and underpins OH&S management system with the rest of standard clauses. Firstly, the system must be aligned with the strategic direction of the organization and requires the **identification of external and internal issues** that have an **impact** on or can **affect it's ability to achieve** the intended **outcome(s)** of the OH&S management system.

It should be noted that the term *'issue'* covers not only problems or potential problems, but also important topics, such as ***changing circumstances, legal requirements and other obligations.***

Secondly, an organization is required to identify and take into account the needs and expectations of the 'interested parties' relevant to its OH&S management system.

It also in part addresses the concept of preventive action.

This is far more prominent than in OHSAS 18001:2007 - explicitly referring to workers, with other interested parties including customers, owners, clients and visitors.



# LEADERSHIP AND WORKER PARTICIPATION



## Clause 5: Leadership and worker participation

Top management must ensure that the importance of OH&S management is communicated and understood by all parties and that the OH&S management system achieves its intended outcomes.

Also contained within this clause is the requirement to establish, implement and maintain an OH&S policy **in consultation with workers at all levels**. This must include commitments to provide safe and healthy working conditions, fulfilling **legal requirements**, setting OH&S objectives and continual improvement.

Top management needs to also **assign** and communicate **responsibilities, accountabilities and authorities** for relevant roles within the system, including workers at each level within the organization assuming responsibility for those aspects of the OH&S management system over which they have control.



## Clause 8: Operation

The first part of the clause deals with:

- *Implementing Processes for the OH&S MS*
- *Eliminating hazards and reducing OH&S risks*
- *Management of change*

In order to reduce OH&S risks to levels as low as reasonably practical. Controls can combine **several steps** such as **hazard elimination, replacing the dangerous with non-dangerous, implementing protective measures** or providing and ensuring use of **personal protective equipment**.

Change needs to be planned for, in a systematic manner, ensuring these do not introduce new or unforeseen hazards or risks.

At the same time, organizations should use the process to identify **OH&S opportunities to reduce risks**.



## *The second part of the clause 8 deals with:*

- *Procurement*
- *Contractors*
- *Outsourcing*
- **Emergency preparedness and response**

These controls are required to ensure that affected outsourced processes are controlled and to **evaluate and control procurement of goods before their introduction.**

Contractors must also be considered, as they can present different types and levels of OH&S risks. An organization can use a variety of **tools for managing contractors'** health and safety performance, including **pre-qualification criteria** and **assessment.**

The organization must ensure that the requirements of its OH&S management system are met by its contractors and their workers and this needs to include OH&S **criteria for selection of contractors.**





## Clause 9: Performance evaluation

Organizations will need to determine what information they need to evaluate OH&S performance and effectiveness. Working backwards from this 'information needed' will help to identify **what specifically needs to be measured and monitored, when, by who and how.**

The frequency of monitoring and measuring should be appropriate to the size and nature of the organization, its OH&S performance and with regard to changes in OH&S risk. Documented information that provides evidence of this, must be retained.



## Clause 10: Improvement

Due to the new structure and a risk focus in the standard, there are no preventive action requirements, *however* there are more detailed requirements.

- ***Incident***
- ***Nonconformity***
- ***Corrective action***

The first is to react to incidents or nonconformities and take action in a **timely manner**, to control and correct these and **deal** with the **consequences**. **Root cause analysis** can be used to **explore all possible factors** associated with an incident or nonconformity by asking what happened and why it happened.

The second is to **determine** whether similar incidents or nonconformities **exist**, or could **potentially occur**, leading to appropriate corrective actions across the **whole organization** if necessary. Although the concept of **preventive action has evolved** there is still a need to consider potential nonconformities, albeit as a consequence of an actual nonconformity.



## The Path Forward

Organizations must ensure that they possess the necessary knowledge, information and skills to implement and migrate to ISO 45001. The following stages must be considered for the implementation and certification against ISO 45001:

1. Certified to OHSAS 18001
2. Certification to ISO 45001
3. Training on ISO 45001 Implementation and Auditing



## 1. Certified to OHSAS 18001

- Three year migration period ending March 2021
- Conduct ISO 45001 Gap Analysis
- Develop Migration Plan to ISO 45001
- Conduct training on ISO 45001
- Execute Migration Plan
- Conduct audit to establish readiness for ISO 45001 certification



## 2. Certification to ISO 45001

- Conduct Stage 1 Audit
- Develop Implementation Plan
- Execute Implementation Plan
- Conduct Stage 2 Audit
- Certified against ISO 45001



## ISO 45001 Training

Organizations must ensure that training service providers have the necessary education, knowledge, experience and competence to transfer knowledge for ISO 45001. The following approach will assist in understanding and implementing ISO 45001:

- ISO 45001 Awareness/Introduction course
- ISO 45001 Migration course – *If competent on OHSAS 18001*
- ISO 45001 Implementation
- ISO 45001 Risk Assessment course
- ISO 45001 Internal auditing course



ISO 45001



## ACKNOWLEDGEMENTS

International Organization for Standardization

British Standards International

International Labour Organization

ISO PC 283



ISO 45001



**THANK YOU**

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