



ISO 45001:

10th April 2018



ISO 45001: A new international standard for OH&S management systems

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A new international standard for OH&S management systems



- How the new standard has been developed?
- What is the content of ISO 45001?
- What are likely to be the main challenges for organisations looking to adopt the new standard ?
- How does it differ from OHSAS 18001?
- Transition to ISO 45001



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Development of the new standard

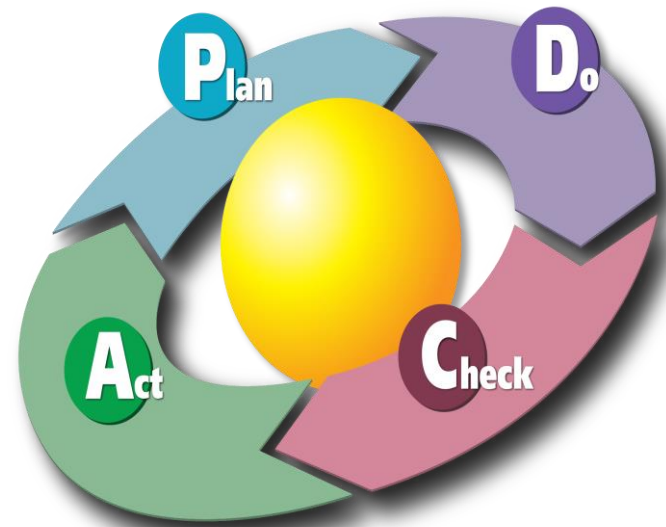
- ISO PC283 (development committee) established October 2013
- 65 member countries represented by 90 delegates
- HS1 (BSI) Committee acts as UK forum for consultation
- Collaborative, consensus-based approach to development
- Closely aligned to ISO 9001 and ISO 14001 standards
- Standard is reflective of Annex SL (management system standard for ISO standards)
- Individual explicit clauses relating to context of organisation, leadership and worker participation

Annex SL



A new high level structure for all future ISO standards

1. Scope
2. Normative references
3. Terms and definitions
4. Context of the organisation (P)
5. Leadership (P)
6. Planning for the management system (P)
7. Support (P, D)
8. Operation (D)
9. Performance evaluation (C)
10. Improvement (A)



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(ISO/FDIS) 45001:2017

10 Clauses (as per Annex SL)

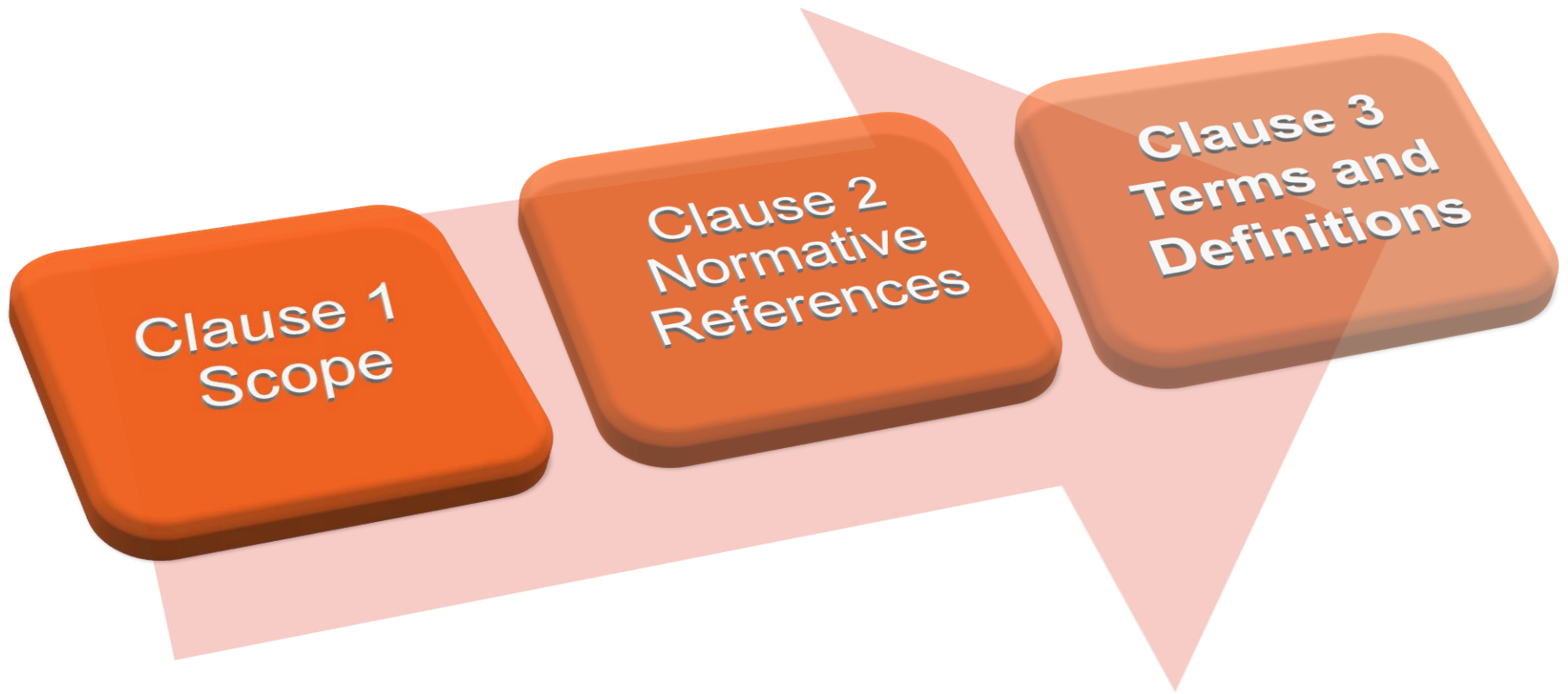
43 Sub Clauses

1 Annex (Guidance on intention rather than implementation)

BS 45002 : UK guidance on implementation of ISO 45001

Clauses 4 – 10 will form basis of accreditation
to ISO 45001

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CLAUSE 1 : SCOPE

- Applicability of standard
- Intention of standard
- Exclusions to standard (specific performance criteria, design of OHSMS, product safety, property damage, etc)
- Enablement and Compatibility

CLAUSE 3 : TERMS AND DEFINITIONS

- Interested Party (stakeholder is an admitted term)
- Worker
- Participation (“Involvement in Decision Making”)
- Consultation (“Seeking Views Before Making a Decision”)
- Top Management
- OH&S Opportunity (“circumstance(s) that can lead to improvement of OH&S performance)
- Continual Improvement

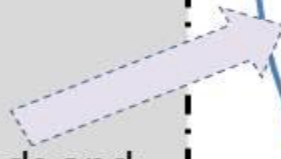
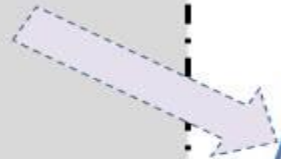
Structure of ISO 45001:2018



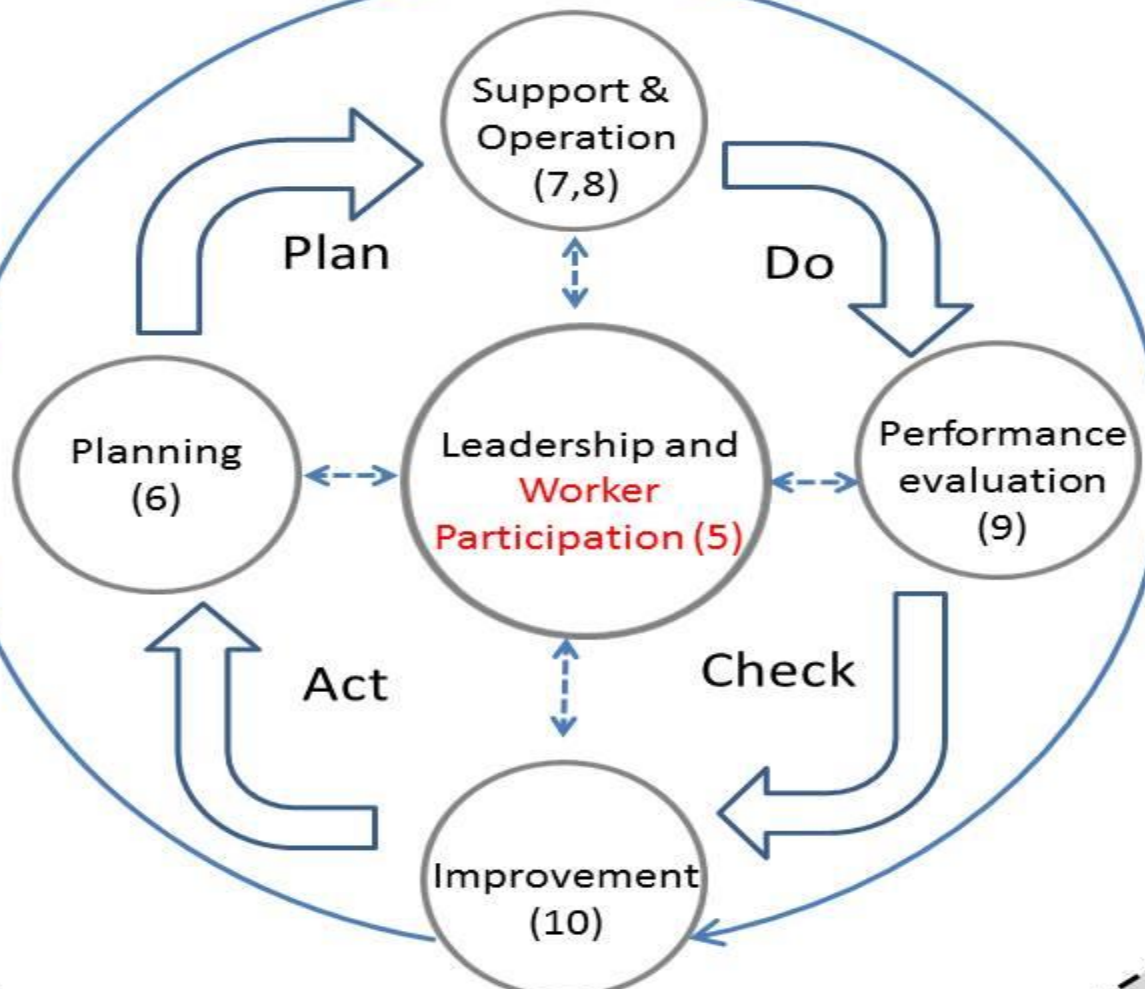
Context of the organization (4)

Scope of the OH&S management system (4.3/4.4)

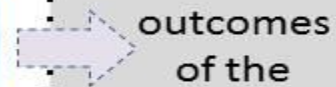
Internal and external issues (4.1)



Needs and expectations of interested parties (4.2)



Intended outcomes of the OH&S MS



Current structure ISO 45001:2018



CLAUSE 5 : Leadership and Worker Participation

5.1 Leadership & commitment

5.2 OH&S Policy

5.3 Organizational roles, responsibilities, & authorities

5.4 Consultation and participation of workers

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Clause 5.1 : Leadership and commitment

Top Management **SHALL** demonstrate leadership and commitment by :

- Ensuring **integration** of OHSMS requirements into the organisation's business processes
- Ensuring OHSMS objectives are compatible with **strategic direction** of organisation
- Ensuring necessary **resources**
- Ensuring the OHSMS achieves its intended results
- Supporting other relevant management roles to demonstrate their leadership.
- Ensuring and promoting **continual improvement**
- Developing, leading and promoting a **safety culture**
- Ensuring processes for **consultation and participation** of workers are established and implemented

Top Management: "Person or group of persons who direct(s) and control(s) an organisation at the highest level".

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Clause 5.4 : Consultation and participation of workers

Participation : “*Involvement with Decision Making*”

The organisation SHALL.....

- Establish, implement, and maintain processes for consultation and participation of workers at all levels (including workers representatives) in the development, planning, implementation, evaluation and actions for improvement of the OHSMS
- Determine, remove or minimise barriers to participation
- Emphasise the consultation of non managerial workers in establishing needs of interested parties, policy, roles and responsibilities, objectives, controls for outsourcing, procurement and contractors, audit programmes, continual improvement

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Clause 4: Context of the organisation

CLAUSE 4 : Context of the Organisation

- 4.1 Understanding the organisation and its context
- 4.2 Understanding the needs and expectations of workers and other interested parties
- 4.3 Determining the scope of the OH&S management system
- 4.4 OH&S management system

Context of the organisation



- Determination of **internal** and **external** issues “relevant to its purpose” and which may influence the effectiveness of the SMS
- Includes **external** cultural, social, political, legal, regulatory, technological, economic factors which may affect effectiveness of the SMS
- Understanding the **needs and expectations** of interested parties
- Determining the **scope** of the SMS.

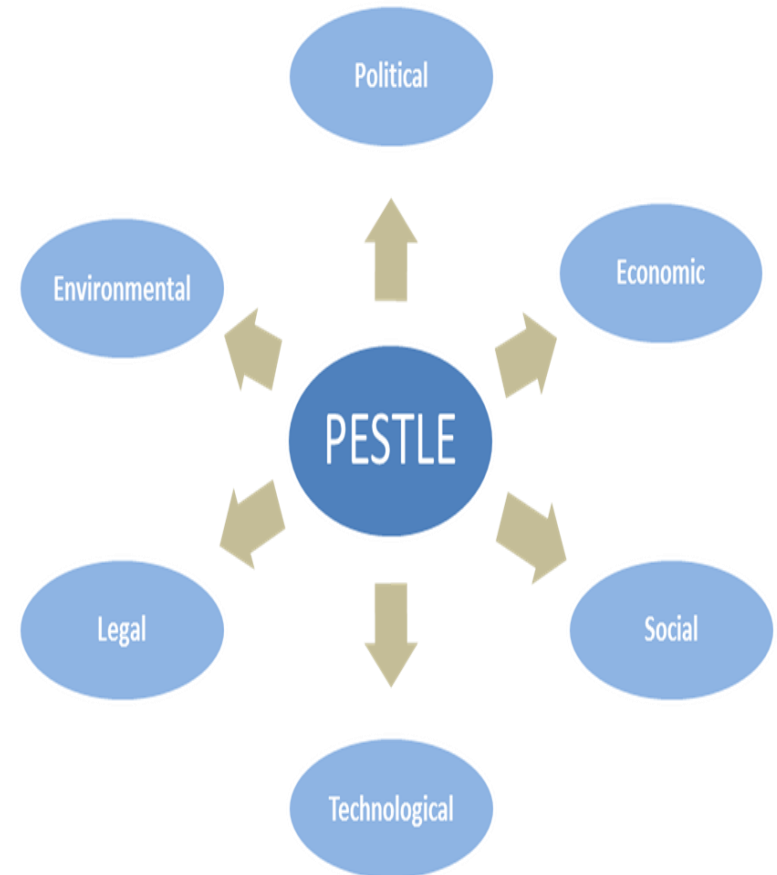


A key requirement of Annex SL



Context of the organisation

POLITICS	<ul style="list-style-type: none">• Government type and policy• Funding, grants and initiatives
ECONOMY	<ul style="list-style-type: none">• Inflation and interest rates• Labour and energy costs
SOCIAL	<ul style="list-style-type: none">• Population, education, media• Lifestyle, fashion, culture
TECHNOLOGY	<ul style="list-style-type: none">• Emerging technologies, Web• Information & communication
LEGAL	<ul style="list-style-type: none">• Regulations and standards• Employment law
ENVIRONMENT	<ul style="list-style-type: none">• Weather, green & ethical issues• Pollution, waste, recycling



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

*“The organisation **SHALL** determine.....”*

- the other interested parties (in addition to workers) relevant to OHSMS
- the relevant needs (ie requirements) of workers and other interested parties
- which of these needs and expectations are (or could become) legal or other requirements

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Clause 6: Planning

6.1 Actions to address risks and opportunities

6.1.1 General

6.1.2 Hazard Identification and assessment of risks and opportunities

Establish ongoing and proactive process considering...

- Previous incidents
- Organisation of work (activity)
- Routine and non - routine activities
- Emergency situations
- Human factors
- Design of workplace
- change

6.1.2.2 Assessment of OH&S risks

6.1.2.3 Assessment of OH&S opportunities

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Clause 6: Planning

6.1.3 Determination of legal requirements and other requirement
("other requirements can include collective agreements")

6.1.4 Planning action (promotes integration into OHSMS and other areas)

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Clause 6: Planning

6.2 OH&S Objectives and Planning to Achieve Them

6.2.1 OH&S Objectives

establish at relevant functions and levels
measurable

take account of risks, opportunities and consultation with
workers

monitored, communicated and updated

6.2.2 Planning to Achieve OH&S Objectives

resources

what, when, by whom

how actions will be integrated into business practices

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Clause 7: Support

- 7.1 Resources
- 7.2 Competence
- 7.3 Awareness
- 7.4 Communication
 - 7.4.1 General
 - 7.4.2 Internal Communication
 - 7.4.3 External Communication
- 7.5 Documented information
 - 7.5.1 General
 - 7.5.2 Creating and Updating
 - 7.5.3 Control of documented information

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Clause 8: Operation

8.1 Operational planning & control

8.1.1 General

8.1.2 Eliminating hazards and reducing OH&S risks Hierarchy of Control Principle

8.1.3 Management of Change

8.1.4 Procurement

8.1.4.2 Contractors

8.1.4.3 Outsourcing

8.2 Emergency preparedness and response

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Clause 9: Performance evaluation

- 9.1 Monitoring, measurement, analysis & evaluation
 - 9.1.1 General
 - 9.1.2 Evaluation of Compliance
- 9.2 Internal audit
 - 9.2.1 General
 - 9.2.2 Internal Audit Programme
- 9.3 Management review

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Clause 10: Improvement

10.1 General

10.2 Incident, nonconformity & corrective action

10.3 Continual improvement (objectives and process)

How will ISO 45001 differ from OHSAS 18001?



- Explicit emphasis on “leadership and commitment” which will need to be demonstrable (top management especially)
- Focus on how health and safety systems are incorporated into the overall organisational planning
- Will look at opportunities presented by health and safety risk factors as well as threats (continual improvement)
- Emphasis on worker participation in development and operation of OHSMS
- Inclusion of prevention of ill health (including mental ill health) and immediate and long term causes of injury / ill health
- Promote integrated management approach by closer alignment to environmental and quality standards.

Next steps



- **PLAN:** Develop a transition plan (consult with your certification body) which will identify any resources, communications, education and support required
- **PREPARE:** Obtain a copy of Annex SL and ISO 45001:2018 and assess the impact it may have upon your organisation's safety management system. Maintain updated information on progress and amendments
- **ENGAGE:** with internal stakeholders (especially senior management) to ensure understanding and ownership
- **ASSESS:** Review current levels of leadership and commitment toward health and safety within your organisation. Monitor and communicate progress toward achievement of transition plan on a regular basis to promote awareness and understanding