

WHITEPAPER

START YOUR JOURNEY

ISO 45001 ANTICIPATED TO REPLACE OHSAS 18001

The ISO/DIS 45001 Occupational Health and Safety Management Systems – Requirements with Guidance for Use has been released for comment. This is the first time an international standard for OH&S management systems has been developed. The international standard provides a framework that enables organisations to consistently integrate OH&S into their daily operation.

At the time of developing the DIS the International Labour Organization estimates that 2.3 million (2013) people die every year from work related accidents and disease. The rate of workplace related deaths continues to be too high. Organizations need to be able to demonstrate to their customers, workers, regulators and the community that they proactively and systematically manage the health and safety of their workers.

The adoption of an occupational health and safety management system is intended to enable an organisation to improve its OH&S performance, enhance health and safety at work and to manage OH&S risks.

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WHAT HAPPENS AFTER THE RELEASE OF THE DRAFT INTERNATIONAL STANDARD (DIS)?



DIS

- Released 12th February 2016
- Ballot open until 12th May 2016




FDIS

- Expected release after May 2016 timing yet to be confirmed
- Not mandatory to release a FDIS can move straight to publication



STANDARD

- Anticipated to be published October 2016
 - Organisations will have until October 2019 to migrate from OHSAS18001 to ISO45001
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WHAT IS THE ISO/DIS 45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM STANDARD?

The standard is applicable to any organisation irrespective of its size, geographical location, work performed and industry sector. The standard specifies requirements for an OH&S management system. The standard has adopted the same structure as that of ISO9001:2015 and ISO14001:2015 thereby allowing organisations to leverage off existing systems.

The standard does not state specific criteria for OH&S performance rather the standard provides the framework to enable an organization to determine its own performance criteria based on stakeholder requirements, OH&S risks and opportunities and identified applicable legal and other requirements. That is, the OH&S management system should be specific to the organisation to enable continuous improvement in preventing injuries and ill health.

The standard is not intended to be a legally binding document rather it is a voluntary management tool which may be used by an organisation whose aim is to eliminate or minimise the risk of harm.

The standard places particular emphasis on the participation of workers in the establishment, implementation and maintenance of the OH&S management system as workers are seen to be knowledgeable about the OH&S risks associated with their work and are therefore best placed to be able to play a role in ensuring that risks are identified and managed effectively.

BENEFITS OF IMPLEMENTATION AND CERTIFICATION

The OH&S management system standard provides a framework for your business to develop an OH&S management system that can help your company systematically improve overall OH&S performance.

An OH&S management system based on ISO45001 will enable your organisation to improve its OH&S performance by:

- Establishing and maintaining top management leadership and commitment
- Developing and implementing an OH&S policy and OH&S objectives
- Establishing systematic processes which consider your "context" and which take into account your risks and opportunities, and your legal and other requirements

- Determining the hazards and OH&S risks associated with your activities with the aim to eliminate or minimise their potential impacts
- Establishing operational controls to manage your OH&S risks and your legal and other requirements
- Increasing awareness of your OH&S risks
- Actively seeking input from workers on OH&S matters
- Evaluating your OH&S performance and seeking to improve by taking appropriate actions
- Ensuring that workers take an active role in OH&S matters.

Implementing an OH&S management system which meets the requirements of the standard can help your business to:

- Provide clarity on OH&S management system issues
- Enhance leadership involvement and worker participation in the OH&S management system
- Implement risk based thinking for the OH&S management system as well as for OH&S risks
- Align the OH&S policy and objectives with the strategic direction of the your organisation
- Integrate the OH&S management system into business processes
- Simplify language, common structure and terms
- Demonstrate to your customers, stakeholders and the community your commitment to improving overall OH&S performance
- Improve your ability to respond to regulatory compliance issues
- Reduce the overall costs of incidents
- Reduce downtime and the costs of disruption to operations
- Reduce the cost of insurance premiums
- Reduce absenteeism and employee turnover rates
- Be recognised for having achieved an international benchmark (which may in turn influence customers who are concerned about their social responsibility)

Certification of your management system can help you:

- build trust and brand integrity by providing third party assurance that your OH&S management system meets the requirements of the international standard
- demonstrate to your customers, suppliers, staff and the global community that your OH&S management system complies with the international standard

An OH&S management system based on ISO45001 will enable your organisation to improve its OH&S performance.

HOW DOES THE ISO 45001 DIFFER FROM OHSAS 18001?

- New 10 clause structure the same as ISO9001:2015 and ISO14001:2015
- Several new requirements
- New terms.

STRUCTURE OF THE STANDARD

- Clause 4 – Context of the organisation
- Clause 5 – Leadership and participation
- Clause 6 – Planning
- Clause 7 – Support
- Clause 8 – Operation
- Clause 9 – Performance evaluation
- Clause 10 - Improvement.

NEW REQUIREMENTS

- Worker participation – involvement of workers in decision making processes in the OH&S management system. Considered one of the key success factors.
- Understanding your organisation and its context – identifying internal and external factors that influence the performance of the OH&S management and its ability to achieve intended outcomes
- Understanding the needs of internal and external interested parties for example workers, regulators, neighbouring businesses, customers
- Identification of OH&S opportunities and other opportunities and how to plan to take action
- Other new requirements regarding outsourcing, procurement and contractors as well as improvement in OH&S performance and the OH&S management system.

Refer to the comparison table at the end of this document to understand the correspondence between the clauses of the two standards.

NEW TERMS

Worker – person performing work under the control of an organisation. The term includes top management, managerial and non-managerial persons.

Participation – involvement of workers in decision making processes in the management system.

Documented information – information required to be controlled and maintained by an organisation and the medium on which it is contained.

Injury and ill-health – adverse effect on the physical, mental or cognitive condition of a person.

OH&S opportunity – circumstances that can lead to improvement in OH&S performance.

HOW DO I MIGRATE FROM OHSAS18001 TO ISO45001?

As there has never been an international standard for OH&S management systems organisations will be able to migrate from their existing OHSAS18001 certification to the international standard. The process for migration is yet to be determined and communicated by the International Accreditation Forum to certification bodies; however the following should be considered by you if you are already certified to OHSAS18001:

- Obtain a copy of the ISO/DIS 45001 Occupational Health and Safety Management Systems – Requirements with guidance for use.
- Undertake a gap analysis of your existing OH&S management system against the requirements of ISO 45001
- Identify the gaps in your system and develop a plan to implement required actions
- Attend training on the requirements of ISO 45001.

IMPLEMENTING AN OH&S MANAGEMENT SYSTEM IN YOUR BUSINESS – THE OPTIONS

OPTION 1:

Develop your own OH&S management system based on the factors you think are most important to your business. This may include influencing factors such as OH&S risks, legal requirements, customer requirements and the desire to prevent illness and injury. No third-party verification of the implementation of your system

Characteristics of these systems:

- Can be simple and quick to develop
- May not include all factors which are relevant to your business
- May not include all factors which your workers, customers and stakeholders value
- May not provide an overall framework which allows your system to develop as your business grows
- May be hard for stakeholders to understand and see the benefits.

Worker participation is considered one of the key success factors.

OPTION 2:

Use the standard as a guideline to develop the management systems within your business, but do not achieve certification.

Characteristics of these systems:

- Provides an internationally recognized model to use as the basis for your system
- Without certification, there is no independent verification that your system meets all of the requirements of the standard
- You may have invested time and money without taking the last, valuable step which gives your system international recognition.

SAI Global helps clients understand and embed standards, certify to them and work on continuous performance improvements.

OPTION 3:

Develop, implement and maintain your management system to meet the requirements of the international standard and become certified by a certification body such as SAI Global.

Characteristics of these systems:

- Ensures that your system complies with an internationally recognized standard
- The management system is independently audited, with verification that your system meets all of the requirements of the standard
- Internationally recognised
- Provides confidence to stakeholders that the system is implemented

HOW CAN SAI GLOBAL HELP?

SAI Global helps tens of thousands of organizations around the globe manage risk, become more efficient, and build trust with their customers, their employees, and their supply chain. Drawing on our deep expertise and unrivalled content, we help clients understand and embed standards, certify to them and work on continuous performance improvements.

- We are truly a global organisation, with 2,000 employees in 29 countries and 51 locations across Europe, North America and Asia
- We are accredited to deliver audits by global accreditation bodies such as JASANZ and ANAB
- We have a close relationship with a number of standards bodies such as Standards Australia
- We are accredited to deliver audits and certify organisations against a wide range of international standards including retail, agriculture and food standards, management systems standards and Product Certification standards
- We conduct supplier audits against a wide range of custom standards
- We conduct inspections of fast-food restaurants and retail outlets
- We have an in-house registered training organisation, providing internationally-recognised training and qualifications
- We provide training via public courses, online and in-house when requested
- We have Cintellate™ an industry leading software solution for the management of EH&S responsibilities. Cintellate™ was recently independently assessed in the Green Quadrant EH&S Software 2016, report and noted for its strengths in safety management; incidents, management of change and audits and its leading mobile application.

For more information, visit <http://www.saiglobal.com>

