

# ISO 45001

*International Occupational Health & Safety  
Management Systems Specification*



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AN EXECUTIVE OVERVIEW

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 PERRY JOHNSON  
CONSULTING, INC.

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# ISO 45001

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## *International Occupational Health & Safety Management Systems Specification*

### **An Executive Overview**

Revised 7/18

**PERRY JOHNSON CONSULTING, INC.**

**Detroit**

200 East Big Beaver Rd. • Troy, Michigan 48083  
1-888-248-0256 or (248) 519-2602

**PJC Home Page:** [www.pjcinc.com](http://www.pjcinc.com) • **Email:** [pjc@pjcinc.com](mailto:pjc@pjcinc.com)

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# ISO 45001

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## *International Occupational Health & Safety Management Systems Specification*

### **AN EXECUTIVE OVERVIEW**

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## FOREWORD

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Following in the footsteps of the ISO 9000 Quality Management Systems (QMS) and ISO 14000 Environmental Management Systems (EMS) standards, a movement is underway to develop an international Occupational Health and Safety Management Systems (OHSMS) standard.

Proponents assert that such a standard could improve global health and safety, enhance business performance, integrate occupational health and safety (OH&S) into quality and environmental management systems, and improve conditions in countries where OH&S regulations don't exist, are not enforced or have been insufficiently developed. Other possible benefits include the ability for organizations to demonstrate sound OH&S performance in a manner consistent with their OH&S policy and objectives, improved risk management, fewer injuries and illnesses on the job, healthier and more productive employees, and less money spent on insurance.



Proposals to develop an international OHSMS standard were rejected by the International Organization for Standardization (ISO) Technical Management Board (TMB) in 1997 and 2000, but the issue remains very much alive. With growing international support to develop a standard, the ISO TMB is expected to reconsider the matter.

In the meantime, several OHSMS specifications have been developed around the world. The British Standards Institution (BSI), which previously developed BS 5750 as a precursor to ISO 9000 and BS 7750 as a model for ISO 14000, issued BS 8800, *Guide to occupational health and safety management systems*, in 1996. After other OHSMS specifications were published by national standards bodies and registrars, sponsors of these specifications worked to reach a consensus on an international specification. The result is BSI-Occupational Health and Safety Assessment Series (OHSAS) 18001, *Occupational health and safety requirements – Specification*, released in 1999.

ISO 45001 may prove to be a model for an ISO OHSMS standard, but organizations concerned about occupational health and safety don't have to wait for this development to take place.

This guide was created for organizations interested in implementing an OHSMS based on ISO 45001. It outlines ISO 45001 requirements and discusses OHSMS developments. As ISO 45001 implementation can be a complex and detailed process, especially when integrating it with existing QMS and/or EMS programs, it is strongly suggested that organizations retain the services of a reputable consulting firm.

**PERRY JOHNSON CONSULTING, INC.**

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## THE USERS OF THIS GUIDE

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This guide will be useful to all companies that either have or want to implement an occupational health and safety management system (OHSMS). This includes organizations that:

- Want to gain a competitive advantage in the marketplace.
- Must meet corporate, legal or regulatory requirements for occupational health and safety.
- Seek to make occupational health and safety a top priority.
- Want to implement, maintain and continually improve an occupational health and safety management system.
- Care about employee health and safety on the job.
- Desire to reduce costs of liability, workers compensation insurance and medical treatment.
- Wish to eliminate or reduce as much as possible the incidences of accidents, fatalities, near-misses, injuries and other hazards that contribute to ill health in their workplaces.
- Want to increase employee productivity, and decrease absenteeism and lost work hours by preventing injuries, accidents and incidences of ill health.
- Seek to demonstrate conformity to their occupational health and safety management system to themselves and others.
- Desire to monitor conformance with occupational health and safety requirements, and compliance with occupational health and safety laws and regulations.
- Wish to pursue registration to an occupational health and safety management systems standard, now unaccredited, but which may become formally accredited in the near future.
- Make a self-determination and declaration of conformity to ISO 45001.
- Want to establish occupational health and safety as a unique system or integrate it with existing programs, such as quality and/or environmental management systems.



## WHAT IS ISO 45001?

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### The History of ISO 45001 (OHSAS 18001)

In highly industrialized countries, occupational health and safety (OHS) has long been subject to government regulation. Following the development of the ISO 9000 Quality Management Systems (QMS) standards, issued in 1987, and the ISO 14000 Environmental Management Systems (EMS) standards, issued in 1996, a demand arose for development of an international Occupational Health and Safety Management Systems (OHSMS) standard. Many organizations have opted to perform “self-reviews” or “self-audits”. The effectiveness of these activities is difficult to assess where there is no structured approach to support consistency.

Proponents of an OHSMS standard argued that it could allow non-government entities, such as registrars and accreditation bodies, to provide oversight on companies and facilities generally in compliance, thereby freeing regulators to focus on recalcitrants and tough cases, and reducing their caseloads; and improve global trade by leveling the playing field for regulated businesses. In addition, an OHSMS could be integrated with a QMS and EMS for more efficient management, particularly in companies that already combine environmental, health and safety (EHS) operations.

In 1994, before the first series of ISO 14000 standards were even published, International Organization for Standardization (ISO) Technical Committee (TC) 207, Environmental Management, which was developing these standards, passed a resolution requesting that ISO explore the possibility of developing an OHSMS standard.

To help push this proposal along, the British Standards Institution (BSI), which issued BS 5750 as a model for ISO 9000 and BS 7750 as a model for ISO 14000, published BS 8800, *Guide to occupational health and safety management systems*, in 1996. BS 8800 provided guidance and goals for designing and implementing an OHSMS, but did not offer a process for registration.

During 1996, ISO held international and national workshops on developing an OHSMS standard, in which stakeholders from business, industry, government, labor, standards developing organizations and the insurance industry participated. No consensus on developing a standard was achieved at these workshops, with the largest proportion of participants concluding that standards development was premature at that time. Again, in highly industrialized countries, many companies had already developed their own unique OHSMS.

Following these workshops, the ISO Technical Management Board (TMB), which oversees standards development, rejected the OHSMS proposal in 1997, noting the lack of stakeholder support.

The TMB rejection did not stop demand for an OHSMS standard, with several national standards bodies and management systems registrars from the European Union, North America and Asia publishing their own standards. These OHSMS standards and guidance documents included:

- NSAI SR 320, *Recommendation for an Occupational Health and Safety (OH and S) Management System* – National Standards Authority of Ireland (NSAI).
- AS/NZ 4801, *Occupational health and safety management systems – Specification with guidance for use* – Standards Australia (SAA).
- *Occupational Health and Safety Management System: An AIHA Guidance Document* – American Industrial Hygiene Association (AIHA).
- OHSMS:1997, *Standard for Certification of Occupational Health and Safety Management Systems* – Det Norske Veritas (DNV) of Norway.
- SafetyCert, *Occupational Safety and Health Management Standard* – Bureau Veritas Quality International (BVQI).
- SGS & ISMOL ISA 2000:1997, *Requirements for Safety and Health Management Systems* – SGS Yarsley International Certification Services and International Safety Management Organization Ltd. (ISMOL) of Great Britain.
- LRQA SMS 8800, *Health & safety management systems assessment criteria* – Lloyds Register Quality Assurance (LRQA).
- NPR 5001:1997, *Guide to an occupational health and safety management system* – Nederlands Normalisatie-instituut (NNI) of the Netherlands.
- BSI PAS 088, *Occupational health and safety management systems* – BSI.
- UNE 81900, *Standards on the prevention of occupational risks* – Asociación Española de Normalización y Certificación (AENOR) of Spain.
- *Management Principles for Enhancing Quality of Products, Occupational Health & Safety and the Environment* – Norges Standardiseringsforbund (NSF) of Norway.

Other organizations involved in developing OHSMS standards included the South African Bureau of Standards (SABS), National Quality Assurance (NQA), SFS Certification, Standards and Industry Research Institute of Malaysia (SIRIM), and International Certification Services.

This proliferation of OHSMS specifications and standards, each of which was proprietary and unique to a standards body or registrar, created confusion in the marketplace. While each of these specifications or standards enjoyed modest success, they all lacked international credibility, with companies continuing to demand a universal standard similar to ISO 9001 and ISO 14001. To resolve this confusion, the sponsors of these specifications and standards worked to reach a consensus on an international OHSMS standard.



BSI, with input from many of these standards organizations and registrars, spent just nine months working on BSI-Occupational Health and Safety Assessment Series (OHSAS) 18001, *Occupational health and safety requirements – Specification*, released in 1999. This specification was based on BS 8800 and several other proprietary OHSMS standards, and uses the same structure as ISO 14001.

The OHSAS 18000 series of standards was created by the OHSAS Project Group. The OHSAS Project Group was comprised of representatives from various national standards, academic, accreditation, and certification bodies with additional participation from OSH institutions. The UK's national standards body, British Standards Institution (BSI) Group, functioned as the secretariat.

OHSAS 18001 was not produced through the formal ISO standards development process. In 2000, a proposal to convert OHSAS 18001 into an ISO OHSMS standard was rejected by the TMB by a 29 to 20 vote, falling short of the two-thirds needed for approval. The TMB can revisit the issue every three years. No formal ISO standard for OHSMS has been implemented as of yet.

BSI released an accompanying publication, OHSAS 18002, *Guidelines for the implementation of OHSAS 18001*, in 2007.

In the meantime, other proposals have surfaced. The American National Standards Institute (ANSI) is drafting a U.S. occupational health and safety standard for internal corporate use. It would integrate an OHSMS into overall business management systems, and not be used as a registration standard.

The International Labor Organization (ILO) released its own safety and health management system standard, ILO-OSH:2001, *Guidelines on Occupational Safety and Health Management Systems*.

OHSAS 18001 was revised in 2007. Shortly after the revised version of the BS OHSAS standard was released in 2007, the BSI Group elected to adopt OHSAS 18001 as a British standard, hence the name BS ISO 45001:2007, *Occupational Health and Safety Management System Requirements*. In 2018 the standard was revised again with a title change to ISO 45001 and a structure to ISO 9001. The standard was revised to support better alignment with ISO 14001:2015 as well as the ILO-OSH:2001 standards. While there are apparent differences between ISO 45001 and ILO-OSH:2001, an organization that is certified to the requirements of BS ISO 45001:2018 is generally accepted to be in conformance with ILO-OSH:2001 requirements as well. The OHSAS 18002 guidance specification was later revised, similarly adopted by the BSI Group and was published as BS OHSAS 18002:2008.

## ISO 45001 Overview

ISO 45001 sets forth OHSMS requirements that enable an organization to control its occupational health and safety risks, and improve its performance. The specification does not state specific occupational health and safety criteria, nor does it present detailed specifications for designing an OHSMS. Companies that have implemented an OHSMS based on ISO 45001 have enjoyed reductions in both accidents and workers' compensation costs.



ISO 45001 applies to organizations that want to establish occupational health and safety as a unique system or integrate it with existing management systems. As such, it was developed to be compatible with ISO 9001 and especially ISO 14001, thereby allowing a company to integrate its quality, environmental, and occupational health and safety management systems. The standard is also complimentary to the requirements (if not the structure) of the International Labor Organization's ILO-OSH:2001 standard. Comparisons between BS ISO 45001:2018, ISO 14001:2015, ISO 9001:2015 and ILO-OSH:2001 are included within Appendix A at the back of this overview manual.

Many professionals agree that a systematic method is essential for an effective occupational health and safety program. The use of ISO 45001 can also aid organizations in adhering to government regulations until an ISO OHSMS standard is approved. For this reason, ISO 45001 can be used in conjunction with governmental occupational health and safety programs, such as the U.S. Occupational Safety and Health Administration (OSHA)'s Safety & Health Program or Australia's WorkSafe Plan.

The standard's general requirements are:

- *General Requirements* – The organization must establish, document, implement and maintain its OH&S management system in accordance with the requirements of the ISO 45001 standard and other requirements to which the organization subscribes and determine how it will fulfill the requirements.
- *Determining and OH&S Policy and Setting Objectives* – Management must take the initiative by establishing goals, the organization's occupational health and safety policy, and plans for meeting requirements.
- *Planning* – The organization must determine its current position and thoroughly analyze its operations to identify hazards and reduce risks. Once these hazards and risks have been identified, controls to eliminate or minimize them must be established.
- *Competence, Training and Awareness* – Personnel must be competent to perform tasks affecting occupational health and safety management. Any necessary training to ensure this competence must be provided.

- *Communication, Participation and Consultation* – Employees must be informed about all aspects of the OHSMS and relevant occupational health and safety information in order to support their participation and provide adequate consultation.
- *Operational Control* – Controls to eliminate or reduce risks and hazards must be implemented. These controls include documented procedures for worker duties, and equipment operation and maintenance.
- *Emergency Preparedness and Response* – Plans and procedures for handling emergencies must be drafted and implemented.
- *Performance Measuring and Monitoring* – Once the OHSMS is in place, it must be constantly monitored for effectiveness and achievement of goals. Corrective action must address any flaws or shortcomings. Follow-up audits are necessary after corrective action is taken.
- *Records* – As with quality and environmental management systems, documentation, including records, must be prepared and stored to demonstrate conformity to the specification.
- *Evaluations of Compliance* – The organization must assess the extent to which it complies with applicable legal requirements and other requirements to which it subscribes and take prompt action including corrective actions as necessary to respond to incidences of noncompliance.
- *Audits* – Regular audits, both internal by the organization and external by a registrar, must be performed to examine OHSMS conformity and proper effectiveness.
- *Management Review* – Top management must review the OHSMS at regular intervals to determine the system’s suitability, adequacy and effectiveness.
- *Incident Investigation, Nonconformity, Corrective and Preventive Action* – The standard requires that the organization respond to identified incidents including “near hits” or “near misses” in a timely manner and takes actions appropriate to the effects of any identified concerns. Where corrective actions are taken, requirements are imposed to ensure residual hazards are identified and corresponding risks are eliminated or mitigated.

## Making Occupational Health and Safety a Priority

Every year in the United States, roughly between 4,836 and 6,055 workers are killed on the job (1998 – 2015) and over 4,836 workers died from events or exposure in 2015. In 2015, over 2.9 million U.S. workers suffered from non-fatal workplace injuries, costing U.S. companies over \$142.5 billion in 2015. That is a pace of one work place injury occurring every 6 seconds in the United States.

To put it into proper perspective, in 2015, work place injury costs to industry had the following impacts on industry costing:

- Wages and productivity losses of \$45.8 Billion
- Medical costs of \$31.4 Billion
- Administrative expenses of \$46.1 Billion
- Employers' uninsured costs of \$11.3 Billion
- Damage to motor vehicles in work-related injuries \$3.6 Billion
- Fire losses of \$4.3 Billion

- **4,836 U.S. workers were killed while on the job in 2015 (down from 19,000 in 1928 – the first year for which statistics are maintained)**
- **4,836 workers died from events or exposure in the workplace in 2015**
- **Over 2.9 million workers suffered non-fatal injuries while at work in 2015**
- **The cost to U.S. companies = \$142.5 billion in 2015**

Work and Injury deaths statistics for 2015

- Total Cost - \$142.5 Billion
- Cost per worker - \$900
- Cost per medically consulted injury - \$3,000
- Cost per worker death - \$1,000,000
- Days lost due to injury – 625,000,000

(Source: National Safety Council – *Injury Facts: 2017 Edition*).

Financial margins can be wiped out through compensation claims resulting from unsafe work practices. An organization's financial survival frequently can depend on a single catastrophic accident or even a series of small accidents.

There are numerous indirect costs related to injuries, such as defending against a lawsuit, training replacement workers, increased insurance premiums, production interruptions and poor morale among employees. According to the National Safety Council, direct compensation costs are between four and 15 times the cost of the injury itself.

These numbers are too high, considering that nearly half of workplace hazards can be avoided. As such, there are sound economic, ethical and regulatory reasons for reducing work-related accidents and illness by implementing an occupational health and safety management system (OHSMS).

In addition to reducing costs, an effective OHSMS promotes business efficiency. Productivity becomes stifled when workers are ill or injured. Businesses around the world must dramatically increase productivity if they are to meet the challenges of market globalization.

## What Are Workplace Hazards?

A workplace hazard is anything that can cause injury or illness to employees. A hazard can be as visible as a hammer lying on the floor of a production area, or as invisible as a non-odorous toxic chemical that permeates the air.

Some examples of hazards include:

- Objects lying on the floor.
- The failure of employees to follow work instructions. For example, they may use shortcuts instead of following step-by-step instructions.
- Improperly stored chemicals, which may cause illness if toxic.
- Employees who do not wear personal protection equipment.
- Employees who wear jewelry or other items that can get caught in machinery.
- Employees who are not properly trained for their jobs.
- Employees who are not made aware of changes in job procedures.
- Equipment that is in poor condition.
- Failure to display hazard signs in appropriate areas.
- Missing machine guards, errant or frayed electrical cords, or insufficient lighting.
- Poor ventilation in work areas, especially where chemicals are used.
- Angry employees who may harm others.
- Falling object hazards.



## The Purpose of an Occupational Health and Safety Management System

An occupational health and safety management system (OHSMS) helps organizations prevent workplace accidents, which can result in illness and injury, while increasing productivity. Increased productivity reduces costs associated with workplace accidents, while increasing the quality of manufactured products and services. An OHSMS also enables a company to meet internal, statutory and regulatory requirements.

Implementation of this system will depend on the size, resources and the type of organization, for example, industrial, governmental, commercial or educational.

To achieve top-notch occupational health and safety performance, an OHSMS must follow modern management trends. It must make a commitment to quality and to the customer or client, implement work center teaming, empower employees as process and risk managers, and be part of a values-based organizational culture.

In summary, an OHSMS can:

- Minimize risk, injuries and death to employees and others.
- Improve business performance.
- Assist organizations in establishing a responsible image within the marketplace.
- Help meet legal and regulatory requirements.



## ISO 45001 REGISTRATION

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After ISO 45001 was released, some parts of American and European industry began pushing for an auditing and registration system, similar to those for ISO 9001 and ISO 14001.

Registration to ISO 45001, which is not currently accredited, is a tangible expression of an organization's commitment to occupational health and safety that is internationally understood and accepted. Registered organizations almost universally realize major increases in customer acceptance, as well as reductions in costs.

Registration is carried out by registrars, organizations that review the OHSMS documentation to ensure that it meets the standard, and audit the processes to ensure that the OHSMS described in the documentation is in place and is effective. Once registration is obtained, the registrar conducts regular surveillance audits to determine if the OHSMS continues to meet ISO 45001 requirements.

The United Kingdom Accreditation Service (UKAS) and the Raad voor Accreditatie (RvA) of the Netherlands have worked on criteria for pilot accreditation systems for ISO 45001 registrars.

In the United States, the Registrar Accreditation Board (RAB), which jointly operates the National Accreditation Program (NAP) with the American National Standards Institute (ANSI) to accredit ISO 9000 and ISO 14000 registrars, proposed a NAP ISO 45001 pilot registrar accreditation program.

This proposal was dropped, at least for the time being, after the Information Technology Industry Council (ITI) challenged the plan. The ITI claimed that there was a lack of proper approval for the plan, ISO 45001 is not a recognized international standard because it hasn't gone through the defined ISO standard development process, and it would be inappropriate for ANSI to recognize such a document as a standard. In response, the ANSI Board Committee on Conformity Assessment (BCCA) rejected the proposal.

In the meantime, several registrars offer unaccredited ISO 45001 registration. These registrars are implementing and testing auditing and registration methods for ISO 45001, in advance of an accredited system. Much of the registration demand comes from Japan and Europe, with some interest in the U.S. and other countries.

# ISO 45001 Requirements

## Scope of the Specification

ISO 45001 addresses occupational health and safety, not product and services safety. Its requirements are, like those of ISO 9001 and ISO 14001, quite general to give organizations flexibility in implementation. It does not state specific occupational health and safety performance criteria, nor does it give detailed specifications for the design of an OHSMS.

The standard is designed for any organization that wants to:

- a) Establish an occupational health and safety management system (OHSMS) to eliminate or minimize risk to employees and other interested persons who may be exposed to occupational health and safety (OH&S) risks associated with its activities.
- b) Implement, maintain, and continually improve an OHSMS.
- c) Ensure itself of its conformity with its stated OH&S policy.
- d) Demonstrate this conformity to others.
- e) Seek registration of its OHSMS by an external organization.
- f) Make a self-determination and declaration of conformity to ISO 45001.



All ISO 45001 requirements are intended to be incorporated into any OHSMS. The extent of the application depends on such factors as the organization's OH&S policy, the nature of its activities, and the risks and complexity of its operations.

NOTE: Requirements are paraphrased to avoid issues associated with potential copyright infringements.

## 4.0 Context of the Organization

### 4.1 Understanding the organization and its context

The organization shall determine external and internal issues that are relevant to its purpose and that affect its ability to achieve the intended outcome(s) of its OH&S management system.

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

The organization shall determine:

- a) the other interested parties, in addition to workers, that are relevant to the OH&S management system;



- b) the relevant needs and expectations (i.e. requirements) of workers and other interested parties;
- c) which of these needs and expectations are, or could become, legal requirements and other requirements.

#### **4.3 Determining the scope of the OH&S management system**

The organization shall determine the boundaries and applicability of the OH&S management system to establish its scope.

When determining this scope, the organization shall:

- a) consider the external and internal issues referred to in 4.1;
- b) take into account the requirements referred to in 4.2;
- c) take into account the planned or performed work-related activities.

The OH&S management system shall include the activities, products and services within the organization's control or influence that can impact the organization's OH&S performance.

The scope shall be available as documented information.

#### **4.4 OH&S management system**

The organization shall establish, implement, maintain and continually improve an OH&S management system, including the processes needed and their interactions, in accordance with the requirements of this document.

### **5.0 Leadership and worker participation**

#### **5.1 Leadership and commitment**

Top management shall demonstrate leadership and commitment with respect to the OH&S management system by:

- a) taking overall responsibility and accountability for the prevention of work-related injury and ill health, as well as the provision of safe and healthy workplaces and activities;
- b) ensuring that the OH&S policy and related OH&S objectives are established and are compatible with the strategic direction of the organization;
- c) ensuring the integration of the OH&S management system requirements into the organization's business processes;
- d) ensuring that the resources needed to establish, implement, maintain and improve the OH&S management system are available;

- e) communicating the importance of effective OH&S management and of conforming to the OH&S management system requirements;
- f) ensuring that the OH&S management system achieves its intended outcome(s);
- g) directing and supporting persons to contribute to the effectiveness of the OH&S management system;
- h) ensuring and promoting continual improvement;
- i) supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility;
- j) developing, leading and promoting a culture in the organization that supports the intended outcomes of the OH&S management system;
- k) protecting workers from reprisals when reporting incidents, hazards, risks and opportunities;
- l) ensuring the organization establishes and implements a process(es) for consultation and participation of workers (see 5.4);
- m) supporting the establishment and functioning of health and safety committees, [see 5.4 e) 1)].

NOTE: Reference to “business” in this document can be interpreted broadly to mean those activities that are core to the purposes of the organization’s existence.

## **5.2 OH&S policy**

Top management shall establish, implement and maintain an OH&S policy that:

- a) includes a commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities;
- b) provides a framework for setting the OH&S objectives;
- c) includes a commitment to fulfil legal requirements and other requirements;
- d) includes a commitment to eliminate hazards and reduce OH&S risks (see 8.1.2);
- e) includes a commitment to continual improvement of the OH&S management system;
- f) includes a commitment to consultation and participation of workers, and, where they exist, workers’ representatives.

The OH&S policy shall:

- be available as documented information;
- be communicated within the organization;
- be available to interested parties, as appropriate;
- be relevant and appropriate.

### **5.3 Organizational roles, responsibilities and authorities**

Top management shall ensure that the responsibilities and authorities for relevant roles within the OH&S management system are assigned and communicated at all levels within the organization and maintained as documented information. Workers at each level of the organization shall assume responsibility for those aspects of the OH&S management system over which they have control.

NOTE: While responsibility and authority can be assigned, ultimately top management is still accountable for the functioning of the OH&S management system.

Top management shall assign the responsibility and authority for:

- a) ensuring that the OH&S management system conforms to the requirements of this document;
- b) reporting on the performance of the OH&S management system to top management.

### **5.4 Consultation and participation of workers**

The organization shall establish, implement and maintain a process(es) for consultation and participation of workers at all applicable levels and functions, and, where they exist, workers' representatives, in the development, planning, implementation, performance evaluation and actions for improvement of the OH&S management system.

The organization shall:

- a) provide mechanisms, time, training and resources necessary for consultation and participation;

NOTE 1: Worker representation can be a mechanism for consultation and participation.

- b) provide timely access to clear, understandable and relevant information about the OH&S management system;
- c) determine and remove obstacles or barriers to participation and minimize those that cannot be removed;

NOTE 2: Obstacles and barriers can include failure to respond to worker inputs or suggestions, language or literacy barriers, reprisals or threats of reprisals and policies or practices that discourage or penalize worker participation.

- d) emphasize the consultation of non-managerial workers on the following:
  - 1) determining the needs and expectations of interested parties (see 4.2);
  - 2) establishing the OH&S policy (see 5.2);
  - 3) assigning organizational roles, responsibilities and authorities, as applicable (see 5.3);
  - 4) determining how to fulfil legal requirements and other requirements (see 6.1.3);
  - 5) establishing OH&S objectives and planning to achieve them (see 6.2);
  - 6) determining applicable controls for outsourcing, procurement and contractors (see 8.1.4);
  - 7) determining what needs to be monitored, measured and evaluated (see 9.1);
  - 8) planning, establishing, implementing and maintaining an audit program(s) (see 9.2.2);
  - 9) ensuring continual improvement (see 10.3);
- e) emphasize the participation of non-managerial workers in the following:
  - 1) determining the mechanisms for their consultation and participation;
  - 2) identifying hazards and assessing risks and opportunities (see 6.1.1 and 6.1.2);
  - 3) determining actions to eliminate hazards and reduce OH&S risks (see 6.1.4);
  - 4) determining competence requirements, training needs, training and evaluating training (see 7.2);
  - 5) determining what needs to be communicated and how this will be done (see 7.4);
  - 6) determining control measures and their effective implementation and use (see 8.1, 8.1.3 and 8.2);
  - 7) investigating incidents and nonconformities and determining corrective actions (see 10.2).

NOTE 3: Emphasizing the consultation and participation of non-managerial workers is intended to apply to persons carrying out the work activities, but is not intended to exclude, for example, managers who are impacted by work activities or other factors in the organization.

NOTE 4: It is recognized that the provision of training at no cost to workers and the provision of training during working hours, where possible, can remove significant barriers to worker participation.

## **6 Planning**

### **6.1 Actions to address risks and opportunities**

#### **6.1.1 General**

When planning for the OH&S management system, the organization shall consider the issues referred to in 4.1 (context), the requirements referred to in 4.2 (interested parties) and 4.3 (the scope of its OH&S management system) and determine the risks and opportunities that need to be addressed to:

- a) give assurance that the OH&S management system can achieve its intended outcome(s);
- b) prevent, or reduce, undesired effects;
- c) achieve continual improvement.

When determining the risks and opportunities for the OH&S management system and its intended outcomes that need to be addressed, the organization shall take into account:

- hazards (see 6.1.2.1);
- OH&S risks and other risks (see 6.1.2.2);
- OH&S opportunities and other opportunities (see 6.1.2.3);
- legal requirements and other requirements (see 6.1.3).

The organization, in its planning process(es), shall determine and assess the risks and opportunities that are relevant to the intended outcomes of the OH&S management system associated with changes in the organization, its processes or the OH&S management system. In the case of planned changes, permanent or temporary, this assessment shall be undertaken before the change is implemented (see 8.1.3).

The organization shall maintain documented information on:

- risks and opportunities;
- the process(es) and actions needed to determine and address its risks and opportunities (see 6.1.2 to 6.1.4) to the extent necessary to have confidence that they are carried out as planned.

## **6.1.2 Hazard identification and assessment of risks and opportunities**

### **6.1.2.1 Hazard identification**

The organization shall establish, implement and maintain a process(es) for hazard identification that is ongoing and proactive. The process(es) shall take into account, but not be limited to:

- a) how work is organized, social factors (including workload, work hours, victimization, harassment and bullying), leadership and the culture in the organization;
- b) routine and non-routine activities and situations, including hazards arising from:
  - 1) infrastructure, equipment, materials, substances and the physical conditions of the workplace;
  - 2) product and service design, research, development, testing, production, assembly, construction, service delivery, maintenance and disposal;
  - 3) human factors;
  - 4) how the work is performed;
- c) past relevant incidents, internal or external to the organization, including emergencies, and their causes;
- d) potential emergency situations;
- e) people, including consideration of:
  - 1) those with access to the workplace and their activities, including workers, contractors, visitors and other persons;
  - 2) those in the vicinity of the workplace who can be affected by the activities of the organization;
  - 3) workers at a location not under the direct control of the organization;
- f) other issues, including consideration of:
  - 1) the design of work areas, processes, installations, machinery/equipment, operating procedures and work organization, including their adaptation to the needs and capabilities of the workers involved;
  - 2) situations occurring in the vicinity of the workplace caused by work-related activities under the control of the organization;
  - 3) situations not controlled by the organization and occurring in the vicinity of the workplace that can cause injury and ill health to persons in the workplace;

- g) actual or proposed changes in organization, operations, processes, activities and the OH&S management system (see 8.1.3);
- h) changes in knowledge of, and information about, hazards.

#### **6.1.2.2 Assessment of OH&S risks and other risks to the OH&S management system**

The organization shall establish, implement and maintain a process(es) to:

- a) assess OH&S risks from the identified hazards, while taking into account the effectiveness of existing controls;
- b) determine and assess the other risks related to the establishment, implementation, operation and maintenance of the OH&S management system.

The organization's methodology(ies) and criteria for the assessment of OH&S risks shall be defined with respect to their scope, nature and timing to ensure they are proactive rather than reactive and are used in a systematic way. Documented information shall be maintained and retained on the methodology(ies) and criteria.

#### **6.1.2.3 Assessment of OH&S opportunities and other opportunities for the OH&S management system**

The organization shall establish, implement and maintain a process(es) to assess:

- a) OH&S opportunities to enhance OH&S performance, while taking into account planned changes to the organization, its policies, its processes or its activities and:
  - 1) opportunities to adapt work, work organization and work environment to workers;
  - 2) opportunities to eliminate hazards and reduce OH&S risks;
- b) other opportunities for improving the OH&S management system.

NOTE: OH&S risks and OH&S opportunities can result in other risks and other opportunities for the organization.

#### **6.1.3 Determination of legal requirements and other requirements**

The organization shall establish, implement and maintain a process(es) to:

- a) determine and have access to up-to-date legal requirements and other requirements that are applicable to its hazards, OH&S risks and OH&S management system;
- b) determine how these legal requirements and other requirements apply to the organization and what needs to be communicated;

- c) take these legal requirements and other requirements into account when establishing, implementing, maintaining and continually improving its OH&S management system.

The organization shall maintain and retain documented information on its legal requirements and other requirements and shall ensure that it is updated to reflect any changes.

NOTE: Legal requirements and other requirements can result in risks and opportunities for the organization.

#### **6.1.4 Planning action**

The organization shall plan:

a) actions to:

- 1) address these risks and opportunities (see 6.1.2.2 and 6.1.2.3);
- 2) address legal requirements and other requirements (see 6.1.3);
- 3) prepare for and respond to emergency situations (see 8.2);

b) how to:

- 1) integrate and implement the actions into its OH&S management system processes or other business processes;
- 2) evaluate the effectiveness of these actions.

The organization shall take into account the hierarchy of controls (see 8.1.2) and outputs from the OH&S management system when planning to take action.

When planning its actions, the organization shall consider best practices, technological options and financial, operational and business requirements.

### **6.2 OH&S objectives and planning to achieve them**

#### **6.2.1 OH&S objectives**

The organization shall establish OH&S objectives at relevant functions and levels in order to maintain and continually improve the OH&S management system and OH&S performance (see 10.3).

The OH&S objectives shall:

- a) be consistent with the OH&S policy;
- b) be measurable (if practicable) or capable of performance evaluation;



- c) take into account:
  - 1) applicable requirements;
  - 2) the results of the assessment of risks and opportunities (see 6.1.2.2 and 6.1.2.3);
  - 3) the results of consultation with workers (see 5.4) and, where they exist, workers' representatives;
- d) be monitored;
- e) be communicated;
- f) be updated as appropriate.

### **6.2.2 Planning to achieve OH&S objectives**

When planning how to achieve its OH&S objectives, the organization shall determine:

- a) what will be done;
- b) what resources will be required;
- c) who will be responsible;
- d) when it will be completed;
- e) how the results will be evaluated, including indicators for monitoring;
- f) how the actions to achieve OH&S objectives will be integrated into the organization's business processes. The organization shall maintain and retain documented information on the OH&S objectives and plans to achieve them.

## **7.0 Support**

### **7.1 Resources**

The organization shall determine and provide the resources needed for the establishment, implementation, maintenance and continual improvement of the OH&S management system.

### **7.2 Competence**

The organization shall:

- a) determine the necessary competence of workers that affects or can affect its OH&S performance;

- b) ensure that workers are competent (including the ability to identify hazards) on the basis of appropriate education, training or experience;
- c) where applicable, take actions to acquire and maintain the necessary competence, and evaluate the effectiveness of the actions taken;
- d) retain appropriate documented information as evidence of competence.

NOTE: Applicable actions can include, for example, the provision of training to, the mentoring of, or the reassignment of currently employed persons, or the hiring or contracting of competent persons.

### **7.3 Awareness**

Workers shall be made aware of:

- a) the OH&S policy and OH&S objectives;
- b) their contribution to the effectiveness of the OH&S management system, including the benefits of improved OH&S performance;
- c) the implications and potential consequences of not conforming to the OH&S management system requirements;
- d) incidents and the outcomes of investigations that are relevant to them;
- e) hazards, OH&S risks and actions determined that are relevant to them;
- f) the ability to remove themselves from work situations that they consider present an imminent and serious danger to their life or health, as well as the arrangements for protecting them from undue consequences for doing so.

### **7.4 Communication**

#### **7.4.1 General**

The organization shall establish, implement and maintain the process(es) needed for the internal and external communications relevant to the OH&S management system, including determining:

- a) on what it will communicate;
- b) when to communicate;
- c) with whom to communicate:
  - 1) internally among the various levels and functions of the organization;
  - 2) among contractors and visitors to the workplace;

- 3) among other interested parties;
- d) how to communicate.

The organization shall take into account diversity aspects (e.g. gender, language, culture, literacy, disability) when considering its communication needs.

The organization shall ensure that the views of external interested parties are considered in establishing its communication process(es).

When establishing its communication process(es), the organization shall:

- take into account its legal requirements and other requirements;
- ensure that OH&S information to be communicated is consistent with information generated within the OH&S management system, and is reliable.

The organization shall respond to relevant communications on its OH&S management system.

The organization shall retain documented information as evidence of its communications, as appropriate.

#### **7.4.2 Internal communication**

The organization shall:

- a) internally communicate information relevant to the OH&S management system among the various levels and functions of the organization, including changes to the OH&S management system, as appropriate;
- b) ensure its communication process(es) enables workers to contribute to continual improvement.

#### **7.4.3 External communication**

The organization shall externally communicate information relevant to the OH&S management system, as established by the organization's communication process(es) and taking into account its legal requirements and other requirements.

### **7.5 Documented information**

#### **7.5.1 General**

The organization's OH&S management system shall include:

- a) documented information required by this document;
- b) documented information determined by the organization as being necessary for the effectiveness of the OH&S management system.

NOTE: The extent of documented information for an OH&S management system can differ from one organization to another due to:

- the size of organization and its type of activities, processes, products and services;
- the need to demonstrate fulfilment of legal requirements and other requirements;
- the complexity of processes and their interactions;
- the competence of workers.

### **7.5.2 Creating and updating**

When creating and updating documented information, the organization shall ensure appropriate:

- a) identification and description (e.g. a title, date, author or reference number);
- b) format (e.g. language, software version, graphics) and media (e.g. paper, electronic);
- c) review and approval for suitability and adequacy.

### **7.5.3 Control of documented information**

Documented information required by the OH&S management system and by this document shall be controlled to ensure:

- a) it is available and suitable for use, where and when it is needed;
- b) it is adequately protected (e.g. from loss of confidentiality, improper use or loss of integrity).

For the control of documented information, the organization shall address the following activities, as applicable:

- distribution, access, retrieval and use;
- storage and preservation, including preservation of legibility;
- control of changes (e.g. version control);
- retention and disposition.

Documented information of external origin determined by the organization to be necessary for the planning and operation of the OH&S management system shall be identified, as appropriate, and controlled.

NOTE 1: Access can imply a decision regarding the permission to view the documented information only, or the permission and authority to view and change the documented information.

NOTE 2: Access to relevant documented information includes access by workers, and, where they exist, workers' representatives.

## **8.0 Operation**

### **8.1 Operational planning and control**

#### **8.1.1 General**

The organization shall plan, implement, control and maintain the processes needed to meet requirements of the OH&S management system, and to implement the actions determined in Clause 6, by:

- a) establishing criteria for the processes;
- b) implementing control of the processes in accordance with the criteria;
- c) maintaining and retaining documented information to the extent necessary to have confidence that the processes have been carried out as planned;
- d) adapting work to workers.

At multi-employer workplaces, the organization shall coordinate the relevant parts of the OH&S management system with the other organizations.

#### **8.1.2 Eliminating hazards and reducing OH&S risks**

The organization shall establish, implement and maintain a process(es) for the elimination of hazards and reduction of OH&S risks using the following hierarchy of controls:

- a) eliminate the hazard;
- b) substitute with less hazardous processes, operations, materials or equipment;
- c) use engineering controls and reorganization of work;
- d) use administrative controls, including training;
- e) use adequate personal protective equipment.

NOTE: In many countries, legal requirements and other requirements include the requirement that personal protective equipment (PPE) is provided at no cost to workers.

#### **8.1.3 Management of change**

The organization shall establish a process(es) for the implementation and control of planned temporary and permanent changes that impact OH&S performance, including:

- a) new products, services and processes, or changes to existing products, services and processes, including:
  - workplace locations and surroundings;
  - work organization;
  - working conditions;
  - equipment;
  - work force;
- b) changes to legal requirements and other requirements;
- c) changes in knowledge or information about hazards and OH&S risks;
- d) developments in knowledge and technology.

The organization shall review the consequences of unintended changes, taking action to mitigate any adverse effects, as necessary.

NOTE: Changes can result in risks and opportunities.

#### **8.1.4 Procurement**

##### **8.1.4.1 General**

The organization shall establish, implement and maintain a process(es) to control the procurement of products and services in order to ensure their conformity to its OH&S management system.

##### **8.1.4.2 Contractors**

The organization shall coordinate its procurement process(es) with its contractors, in order to identify hazards and to assess and control the OH&S risks arising from:

- a) the contractors' activities and operations that impact the organization;
- b) the organization's activities and operations that impact the contractors' workers;
- c) the contractors' activities and operations that impact other interested parties in the workplace.

The organization shall ensure that the requirements of its OH&S management system are met by contractors and their workers. The organization's procurement process(es) shall define and apply occupational health and safety criteria for the selection of contractors.

NOTE: It can be helpful to include the occupational health and safety criteria for the selection of contractors in the contractual documents.

#### **8.1.4.3 Outsourcing**

The organization shall ensure that outsourced functions and processes are controlled. The organization shall ensure that its outsourcing arrangements are consistent with legal requirements and other requirements and with achieving the intended outcomes of the OH&S management system. The type and degree of control to be applied to these functions and processes shall be defined within the OH&S management system.

NOTE: Coordination with external providers can assist an organization to address any impact that outsourcing has on its OH&S performance.

### **8.2 Emergency preparedness and response**

The organization shall establish, implement and maintain a process(es) needed to prepare for and respond to potential emergency situations, as identified in 6.1.2.1, including:

- a) establishing a planned response to emergency situations, including the provision of first aid;
- b) providing training for the planned response;
- c) periodically testing and exercising the planned response capability;
- d) evaluating performance and, as necessary, revising the planned response, including after testing and, in particular, after the occurrence of emergency situations;
- e) communicating and providing relevant information to all workers on their duties and responsibilities;
- f) communicating relevant information to contractors, visitors, emergency response services, government authorities and, as appropriate, the local community;
- g) taking into account the needs and capabilities of all relevant interested parties and ensuring their involvement, as appropriate, in the development of the planned response.

The organization shall maintain and retain documented information on the process(es) and on the plans for responding to potential emergency situations.

## **9.0 Performance evaluation**

### **9.1 Monitoring, measurement, analysis and performance evaluation**

#### **9.1.1 General**

The organization shall establish, implement and maintain a process(es) for monitoring, measurement, analysis and performance evaluation.

The organization shall determine:

- a) what needs to be monitored and measured, including:
  - 1) the extent to which legal requirements and other requirements are fulfilled;
  - 2) its activities and operations related to identified hazards, risks and opportunities;
  - 3) progress towards achievement of the organization's OH&S objectives;
  - 4) effectiveness of operational and other controls;
- b) the methods for monitoring, measurement, analysis and performance evaluation, as applicable, to ensure valid results;
- c) the criteria against which the organization will evaluate its OH&S performance;
- d) when the monitoring and measuring shall be performed;
- e) when the results from monitoring and measurement shall be analyzed, evaluated and communicated.

The organization shall evaluate the OH&S performance and determine the effectiveness of the OH&S management system.

The organization shall ensure that monitoring and measuring equipment is calibrated or verified as applicable, and is used and maintained as appropriate.

NOTE: There can be legal requirements or other requirements (e.g. national or international standards) concerning the calibration or verification of monitoring and measuring equipment.

The organization shall retain appropriate documented information:

- as evidence of the results of monitoring, measurement, analysis and performance evaluation;
- on the maintenance, calibration or verification of measuring equipment.

### **9.1.2 Evaluation of compliance**

The organization shall establish, implement and maintain a process(es) for evaluating compliance with legal requirements and other requirements (see 6.1.3).

The organization shall:

- a) determine the frequency and method(s) for the evaluation of compliance;
- b) evaluate compliance and take action if needed (see 10.2);



- c) maintain knowledge and understanding of its compliance status with legal requirements and other requirements;
- d) retain documented information of the compliance evaluation result(s).

## **9.2 Internal audit**

### **9.2.1 General**

The organization shall conduct internal audits at planned intervals to provide information on whether the OH&S management system:

- a) conforms to:
  - 1) the organization's own requirements for its OH&S management system, including the OH&S policy and OH&S objectives;
  - 2) the requirements of this document;
- b) is effectively implemented and maintained.

### **9.2.2 Internal audit program**

The organization shall:

- a) plan, establish, implement and maintain an audit program(s) including the frequency, methods, responsibilities, consultation, planning requirements and reporting, which shall take into consideration the importance of the processes concerned and the results of previous audits;
- b) define the audit criteria and scope for each audit;
- c) select auditors and conduct audits to ensure objectivity and the impartiality of the audit process;
- d) ensure that the results of the audits are reported to relevant managers; ensure that relevant audit results are reported to workers, and, where they exist, workers' representatives, and other relevant interested parties;
- e) take action to address nonconformities and continually improve its OH&S performance (see Clause 10);
- f) retain documented information as evidence of the implementation of the audit program and the audit results.

NOTE: For more information on auditing and the competence of auditors, see ISO 19011.

### 9.3 Management review

Top management shall review the organization's OH&S management system, at planned intervals, to ensure its continuing suitability, adequacy and effectiveness.

The management review shall include consideration of:

- a) the status of actions from previous management reviews;
- b) changes in external and internal issues that are relevant to the OH&S management system, including:
  - 1) the needs and expectations of interested parties;
  - 2) legal requirements and other requirements;
  - 3) risks and opportunities;
- c) the extent to which the OH&S policy and the OH&S objectives have been met;
- d) information on the OH&S performance, including trends in:
  - 1) incidents, nonconformities, corrective actions and continual improvement;
  - 2) monitoring and measurement results;
  - 3) results of evaluation of compliance with legal requirements and other requirements;
  - 4) audit results;
  - 5) consultation and participation of workers;
  - 6) risks and opportunities;
- e) adequacy of resources for maintaining an effective OH&S management system;
- f) relevant communication(s) with interested parties;
- g) opportunities for continual improvement.

The outputs of the management review shall include decisions related to:

- the continuing suitability, adequacy and effectiveness of the OH&S management system in achieving its intended outcomes;
- continual improvement opportunities;
- any need for changes to the OH&S management system;

- resources needed;
- actions, if needed;
- opportunities to improve integration of the OH&S management system with other business processes;
- any implications for the strategic direction of the organization.

Top management shall communicate the relevant outputs of management reviews to workers, and, where they exist, workers' representatives (see 7.4).

The organization shall retain documented information as evidence of the results of management reviews.

## **10.0 Improvement**

### **10.1 General**

The organization shall determine opportunities for improvement (see Clause 9) and implement necessary actions to achieve the intended outcomes of its OH&S management system.

### **10.2 Incident, nonconformity and corrective action**

The organization shall establish, implement and maintain a process(es), including reporting, investigating and taking action, to determine and manage incidents and nonconformities.

When an incident or a nonconformity occurs, the organization shall:

- a) react in a timely manner to the incident or nonconformity and, as applicable:
  - 1) take action to control and correct it;
  - 2) deal with the consequences;
- b) evaluate, with the participation of workers (see 5.4) and the involvement of other relevant interested parties, the need for corrective action to eliminate the root cause(s) of the incident or nonconformity, in order that it does not recur or occur elsewhere, by:
  - 1) investigating the incident or reviewing the nonconformity;
  - 2) determining the cause(s) of the incident or nonconformity;
  - 3) determining if similar incidents have occurred, if nonconformities exist, or if they could potentially occur;
- c) review existing assessments of OH&S risks and other risks, as appropriate (see 6.1);

- d) determine and implement any action needed, including corrective action, in accordance with the hierarchy of controls (see 8.1.2) and the management of change (see 8.1.3);
- e) assess OH&S risks that relate to new or changed hazards, prior to taking action;
- f) review the effectiveness of any action taken, including corrective action;
- g) make changes to the OH&S management system, if necessary.

Corrective actions shall be appropriate to the effects or potential effects of the incidents or nonconformities encountered.

The organization shall retain documented information as evidence of:

- the nature of the incidents or nonconformities and any subsequent actions taken;
- the results of any action and corrective action, including their effectiveness.

The organization shall communicate this documented information to relevant workers, and, where they exist, workers' representatives, and other relevant interested parties.

NOTE: The reporting and investigation of incidents without undue delay can enable hazards to be eliminated and associated OH&S risks to be minimized as soon as possible.

### **10.3 Continual improvement**

The organization shall continually improve the suitability, adequacy and effectiveness of the OH&S management system, by:

- a) enhancing OH&S performance;
- b) promoting a culture that supports an OH&S management system;
- c) promoting the participation of workers in implementing actions for the continual improvement of the OH&S management system;
- d) communicating the relevant results of continual improvement to workers, and, where they exist, workers' representatives;
- e) maintaining and retaining documented information as evidence of continual improvement.

## CONCLUSION

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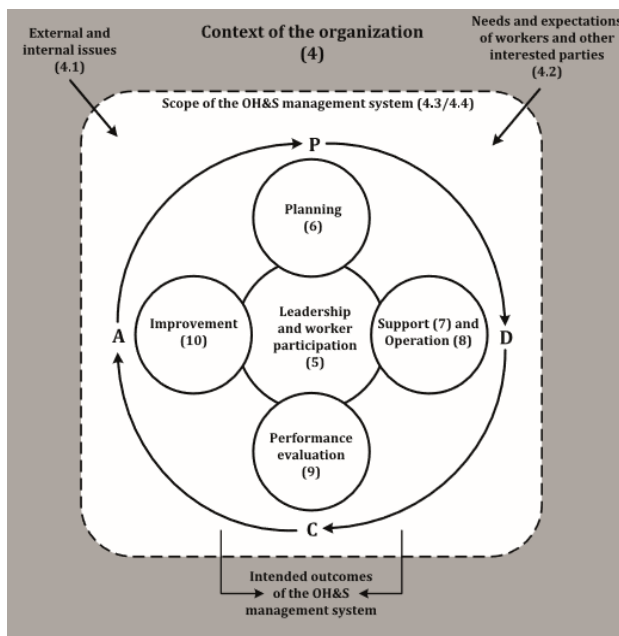
Occupational health and safety is an important component in business success. When it is properly handled, employees are more productive, and organizations can save significant amounts of money by preventing on the job accidents, illness, injury and death.

An OH&S management system can have a tremendous impact in ensuring workplace safety. Implementing an OH&S management system based on the requirements specified in ISO 45001 help position an organization ahead of its competitors in dealing with occupational health and safety issues, complying with government regulations and preparing for possible future mandates.

While registration to ISO 45001 voluntary, it provides an objective third party confirmation that an effective OH&S management system has been implemented and the registered organization or facility has adopted a logical approach to OH&S management based on a Plan – Do – Check – Act approach that embraces a philosophy of continual improvement.

Implementing an OH&S management system can be time consuming and difficult. For this reason, not to mention the high rate of failure that afflicts organizations seeking registration for the first time, it is a good idea to seek the services of an outside professional consulting firm.

A competent occupational health and safety consultant can walk your organization through the ISO 45001 requirements and identify any problems that may halt the implementation and registration process.



## Appendix A – Comparison Chart

### BS ISO 45001:2018/ISO 14001:2015/ISO 9001:2015

ISO 45001:2018		ISO 14001:2015		ISO 9001:2015	
-	Introduction	-	Introduction	-	Introduction
1	Scope	1	Scope	1	Scope
2	Normative References	2	Normative References	2	Normative References
3	Terms and Definitions	3	Terms and Definitions	3	Terms and Definitions
4	Context of the organization	4	Context of the organization	4	Context of the organization
4.1	Understanding the organization and its context	4.1	Understanding the organization and its context	4.1	Understanding the organization and its context
4.2	Understanding the needs and expectations of worker and other interested parties	4.2	Understanding the needs and expectations of interested parties	4.2	Understanding the needs and expectations of interested parties
4.3	Determining the scope of the OH&S management system	4.3	Determining the scope of the environmental management system	4.3	Determining the scope of the quality management system
4.4	OH&S management system	4.4	Environmental management system	4.4	Quality management system and its processes
5	Leadership and worker participation	5	Leadership	5	Leadership
5.1	Leadership and commitment	5.1	Leadership and commitment	5.1 5.1.1 5.1.2	Leadership and commitment General Customer focus
5.2	OH&S policy	5.2	Environmental policy	5.2 5.2.1 5.2.2	Policy Establishing the quality policy Communicating the quality policy
5.3	Organizational roles, responsibilities and authorities	5.3	Organizational roles, responsibilities and authorities	5.3	Organizational roles, responsibilities and authorities
5.4	Consultation and participation of workers	-	-	-	-
6	Planning	6	Planning	6	Planning
6.1 6.1.1 6.1.2 6.1.3 6.1.4	Actions to address risks and opportunities General Hazard identification and assessment of risks and opportunities Determination of legal requirements and other requirements Planning action	6.1 6.1.1 6.1.2 6.1.3 6.1.4	Actions to address risks and opportunities General Environmental aspects Compliance obligations Planning action	6.1	Actions to address risks and opportunities

ISO 45001:2018		ISO 14001:2015		ISO 9001:2015	
6.2	OH&S objectives and planning to achieve them	6.2	Environmental objectives and planning to achieve them	6.2	Quality objectives and planning to achieve them
6.2.1	OH&S objectives	6.2.1	Environmental objectives	6.3	Planning of changes
6.2.2	Planning to achieve OH&S objectives	6.2.2	Planning actions to achieve environmental objectives		
7	Support	7	Support	7	Support
7.1	Resources	7.1	Resources	7.1	Resources
7.2	Competence	7.2	Competence	7.2	Competence
7.3	Awareness	7.3	Awareness	7.3	Awareness
7.4	Communication	7.4	Communication	7.4	Communication
7.4.1	General	7.4.1	General		
7.4.2	Internal communication	7.4.2	Internal communication		
7.4.3	External communication	7.4.3	External communication		
7.5	Documented information	7.5	Documented information	7.5	Documented information
7.5.1	General	7.5.1	General	7.5.1	General
7.5.2	Creating and updating	7.5.2	Creating and updating	7.5.2	Creating and updating
7.5.3	Control of documented information	7.5.3	Control of documented information	7.5.3	Control of documented information
8	Operation	8	Operation	8	Operation
8.1	Operational planning and control	8.1	Operational planning and control	8.1	Operational planning and control
8.1.1	General			8.2	Requirements for products and services
8.1.2	Eliminating hazards and reducing OH&S risks			8.4	Control of externally provided processes, products and services
8.1.3	Management of change			8.5	Production and service provision
8.1.4	Procurement				
8.2	Emergency preparedness and response	8.2	Emergency preparedness and response	-	-
9	Performance evaluation	9	Performance evaluation	9	Requirements for products and services
9.1	Monitoring, measurement, analysis and performance evaluation	9.1	Monitoring, measurement, analysis and evaluation	9.1	Monitoring, measurement, analysis and evaluation
9.1.1	General	9.1.1	General	9.1.1	General
9.1.2	Evaluation of compliance	9.1.2	Evaluation of compliance	9.1.2	Customer satisfaction
				9.1.3	Analysis and evaluation
9.2	Internal audit	9.2	Internal audit	9.2	Internal Audit
9.2.1	General	9.2.1	General		
9.2.2	Internal audit program	9.2.2	Internal audit program		
9.3	Management review	9.3	Management review	9.3	Management review
				9.3.1	General
				9.3.2	Management review inputs
				9.3.3	Management review outputs
10	Improvement	10	Improvement	10	Improvement
10.1	General	10.1	General	10.1	General
10.2	Incident, nonconformity and corrective action	10.2	Nonconformity and corrective action	10.2	Nonconformity and corrective action
10.3	Continual improvement	10.3	Continual improvement	10.3	Continual improvement

# Comparison Chart

## BS ISO 45001:2018 and ILO-OSH:2001 Guidelines

### On Occupational Health and Safety Management Systems

ISO 18001:2018		ILO-OSH:2001	
-	Introduction	- 3.0	Introduction The Occupational Safety and Health Mgmt System in the Organization
-	Foreword	-	The Int'l Labor Organization
1	Scope	1.0	Objective
2	Normative references	-	Bibliography
3	Terms and Definitions	-	Glossary
4	Context of the organization	-	-
4.1	Understanding the organization and its context	3.3  3.16	Responsibility and Accountability System Planning, Development and Implementation Continual Improvement
4.2	Understanding the needs and expectations of workers and other		
4.3	Determining the scope of the OH&S management system		
4.4	OH&S management system		
5	Leadership	-	-
5.1	Leadership and commitment	3.1	Occupational Safety and Health Policy
5.2	OH&S policy	3.3	Responsibility and Accountability
5.3	Organizational roles, responsibilities and authorities	3.8	System Planning, Development and Implementation
5.4	Consultation and participation of workers	3.16	Continual improvement
6	Planning	-	Planning and Implementation (Title Only)
6.1	Actions to address risks and opportunities	3.7	Initial Review
6.1.1	General	3.8	System Planning, Development and Implementation
6.1.2	Hazard identification and assessment of risks and opportunities	3.10	Hazard Prevention
6.1.3	Determination of legal requirements and other requirements	3.10.1	Prevention and Control Measures
6.1.4	Planning action	3.10.2	Management of Change
6.2	OH&S objectives and planning to achieve them	3.10.5	Contracting
6.2.1	OH&S objectives	3.8	System Planning, Development and Implementation
6.2.2	Planning to achieve OH&S objectives	3.9	Occupational Safety and Health Objectives
7	Support	3.16	Continual Improvement
7.1	Resources	-	-
7.2	Competence	3.4	Competence and Training



ISO 18001:2018		ILO-OSH:2001	
7.3	Awareness	3.4	Competence and Training
7.4	Communication	3.2	Worker Participation
7.4.1	General	3.6	Communication
7.4.2	Internal communication		
7.4.3	External communication		
7.5	Documented information	3.5	Occupational Safety and Health Mgmt System Documentation
7.5.1	General	3.0	The Occupational Safety and Health Mgmt System in the Organization
7.5.2	Creating and updating		
7.5.3	Control of documented information		
8	Operation	-	-
8.1	Operational planning and control		
8.1.1	General	3.10.2	Management of Change
8.1.2	Eliminating hazards and reducing OH&S risks	3.10.4	Procurement
8.1.3	Management of change	3.10.5	Contracting
8.1.4	Procurement		
8.2	Emergency preparedness and response	3.10.3	Emergency Prevention, Preparedness and Response
9	Performance evaluation	-	-
9.1	Monitoring, measurement, analysis and performance evaluation	3.11	Performance Monitoring and Measurement (Prevention and Control Measures)
9.1.1	General	3.10.1.2	
9.1.2	Evaluation of compliance		
9.2	Internal audit	3.13	Audit
9.2.1	General		
9.2.2	Internal audit program		
9.3	Management review	3.14	Management Review
		3.16	Continual Improvement
10	Improvement	-	-
10.1	General	-	-
10.2	Incident, nonconformity and corrective action	3.15	Preventive and Corrective Action
		3.12	Investigation of Work Related Injuries, Ill Health, Diseases and Incidents...
		3.16	Continual Improvement
10.3	Continual Improvement	3.16	Continual Improvement