



The OHSAS 18001 to ISO 45001 Transformation and What to Expect



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Healthier people. Healthier profit.



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Falcon Safety Group

- FSG provides Human Resource, Safety and Risk Management strategies for businesses that focus on protecting their employees.

Objectives

- Why the move to ISO 45001?
- What are the major changes that are included in ISO 45001?
- What can you do to better prepare for the new ISO standard?

Why ISO 45001?

- Globally, 2.2 million workers lose their lives every year from accidents and disease.
- 6,300 workers die every day from work-related accidents.
- Many businesses implement OHSAS 18001 and ISO 14001 simultaneously.
- There are 40 versions of OHSAS 18001.
- 90,000 certificates have been issued in 127 countries.

What are the changes?

- High level structure with common terminology and content.
- Upcoming revisions for ISO 9001, ISO 14001 and ISO 27001 are to be changed to align with Annex SL.
- Changes will represent up to 40% of any ISO management system standard.
- OHSAS 18001 users should be familiar with most of the new framework.

Terminology

- ***Risk*** – the effect of uncertainty.
- ***Compliance obligations*** – replacing legal and other requirements.
- ***Correction action*** – removal of preventive action.
- ***Documented information*** – advancements in data entry.

Terminology

- **ISO 9001** – its objective is to provide *quality management systems* and put into place best practice methodology.
- **ISO 14001** – sets out the criteria for an *environmental management system* to attain certification.
- **ISO 27001** – is an *information security management system* (ISMS) standard published in October of 2005 by the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC).

Terminology

- ***Annex SL*** – (previously ISO Guide 83) defines the framework for a **generic management system**.
- ***ISO Guide 83*** - high level structure and identical text for management system standards and common core management system terms and definitions.
- ***OHSAS 18001*** – is an *Occupational Health and Safety Assessment Series* for health and safety management systems. It is intended to help organizations to control occupational health and safety risks. It was developed in response to demand for a recognized standard against which to be certified and assessed.

Annex SL – from the Consolidated ISO Supplement

Annex SL – High level structure clauses

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

Concepts

- ***Context of the organization*** – understanding internal and external drivers.
- ***Leadership*** – demonstrating commitment.
- ***Support*** – resources, competence, communication and other measures necessary to put arrangements into effect.
- ***Improvement*** – non-conformity, corrective action and continual improvement.

How then?

1. Establish the strategy.
2. Challenge the stakeholders.
3. Analyze value elements and their life cycles.
4. Demonstrate leadership.
5. Evaluate the risks and the opportunities.

1. Establish the Strategy

- Establish stronger links between your OHS strategy and your organization's over-all strategy.
- Create greater integration into your core organizational processes.
- Consider your OHS performance in your organization's strategic planning process.

The Ever-Changing International Landscape of Work

- Globalization
- Growth of small businesses
- Sporadic patterns of employment
- De-industrialization
- Information and communication technologies
- Social expectations
- Demographic issues

What risks and what controls come with these changes?



Scanning the Horizon

➤ What is *theory*?

➤ What is *reality*?

2. Challenge the Stakeholders

- It is crucial to determine the depth of management arrangements.
- It will assist with developing criteria for measuring OHS risks and opportunities.
- It will ensure that there is quality and credibility in the OHS information provided.

Understand the Influences to the Organization

Internal

Competence

Commitment and Control

Cooperation

Communication

External

Insurers

Worker Unions

Stakeholders

Economic Conditions

Social Expectations

Political Priorities

Legislation/Enforcement

National/International

Agencies

3. Analyze Value Elements and Their Life Cycles

- **Support Activities** – procurement, technological development, human resources and infrastructure.
- **Primary Activities** – inbound logistics, operations, outbound logistics, sales/marketing and service.
- **Life Cycle** – master planning, submission, client decision, project start up, project completion/delivered and project closure.

4. Demonstrate Leadership

- Making sure that the OHS policies and objectives are established and are compatible with the organization's strategic goals.
- Integration of the OHS management system requirements into the organization's business processes.
- Provide for resource procurement.
- Reinforce by effective communication of the importance of effective OHS management.
- Direct, motivate and support employees to effectively contribute.
- Lead other managers to lead in their respective roles.

Commitment

- The Project Manager can be given direct responsibility for safety and health.
- Descriptions of positions should include safety and health (setting strategy/policy).
- When deciding senior management appointments, consider their safety and health contributions.

5. Evaluate the Risks and Opportunities

- OHSAS 18001 focused too much on events with negative implications.
- Demonstrate the value of OHS policies and procedures.
- Highlight the financial benefits, such as cost savings from lower insurance premiums.

Opportunities

- Improved facilitation of OHS strategies across all business functions.
- Enhanced relationships with the stakeholders.
- Heightened product profile through media campaigns.
- Fewer accidents will improve employee morale.
- Reduced downtime = higher productivity.
- Once published, ISO 45001 will be integrated with ANSI/ASSE Z-10, which defines minimum requirements for an occupational health and safety management system.

Timeframe for ISO 45001

- ISO/CD 45001(first committee draft) was available in July, 2014.
- ISO/DIS 45001(first draft international standard) was to be published by February, 2015.
- ISO/FDIS 45001(final draft international standard) is to be published by March, 2016.
- ISO 45001 is to be published in October, 2016.

Conclusion

- **REMAIN CALM/DON'T PANIC!**
- Speaking the same language will make our lives easier.
- There will be less bureaucracy.
- It will create better implementation, integration and maintenance of standards.
- It will be easier to show the benefits of having strong management systems in place.

Sources

- International Organization for Standardization www.iso.org
- National Information Standards Organization
www.niso.org
- Institution of Occupational Safety and Health
www.iosh.co.uk
- American Society of Safety Engineers www.asse.org
- ISO 45001 www.45001ohs.com
- Dr. Rob Cooling, Risk Manager

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