



ANTARIS

GUIDANCE | COMPLIANCE | TRUST

# Preparation for ISO 45001 OH&S Management Systems

HEALTH & SAFETY MANAGEMENT

QUALITY MANAGEMENT

ACCESSIBILITY

ENVIRONMENTAL MANAGEMENT

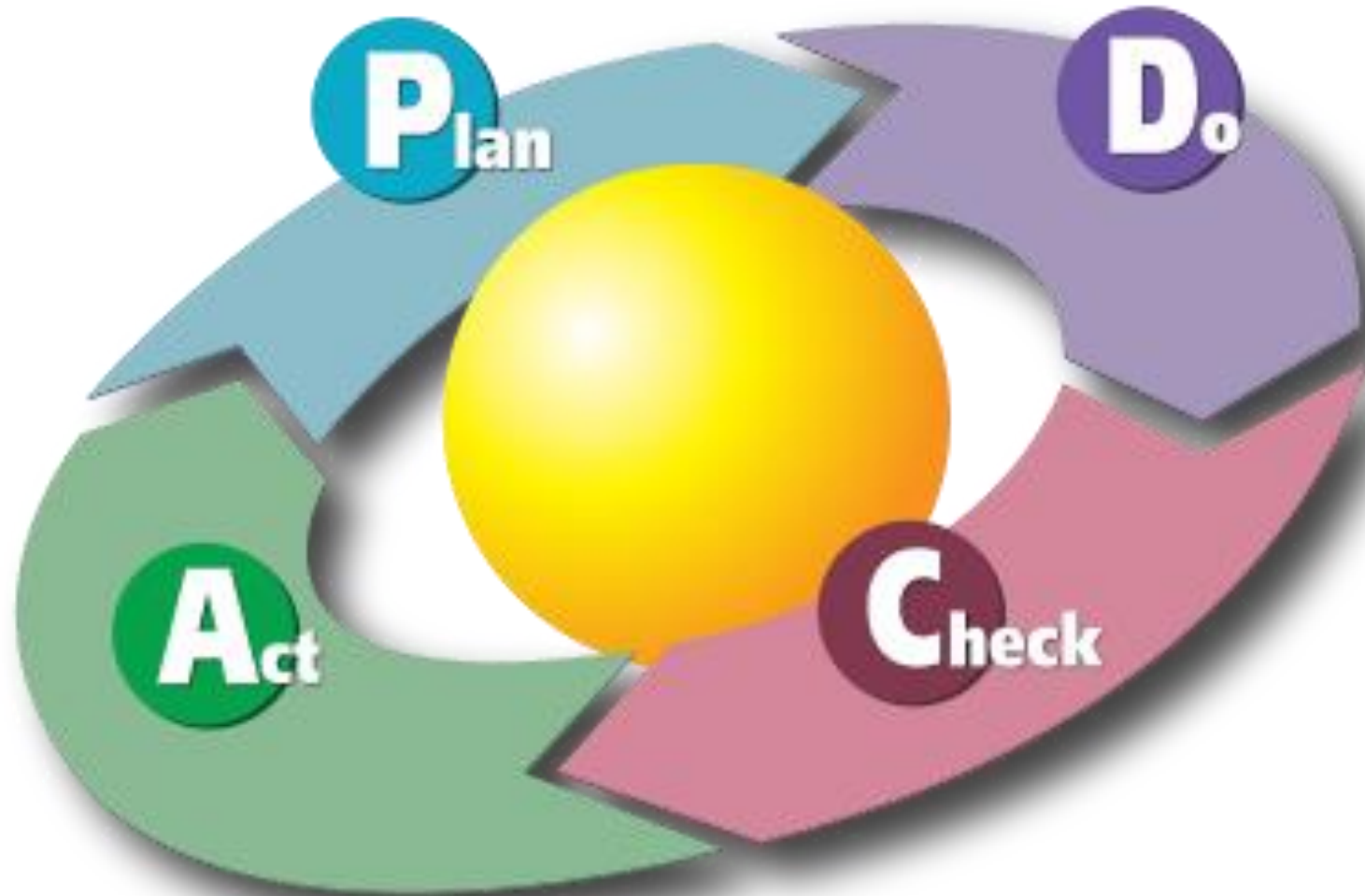
ENERGY MANAGEMENT



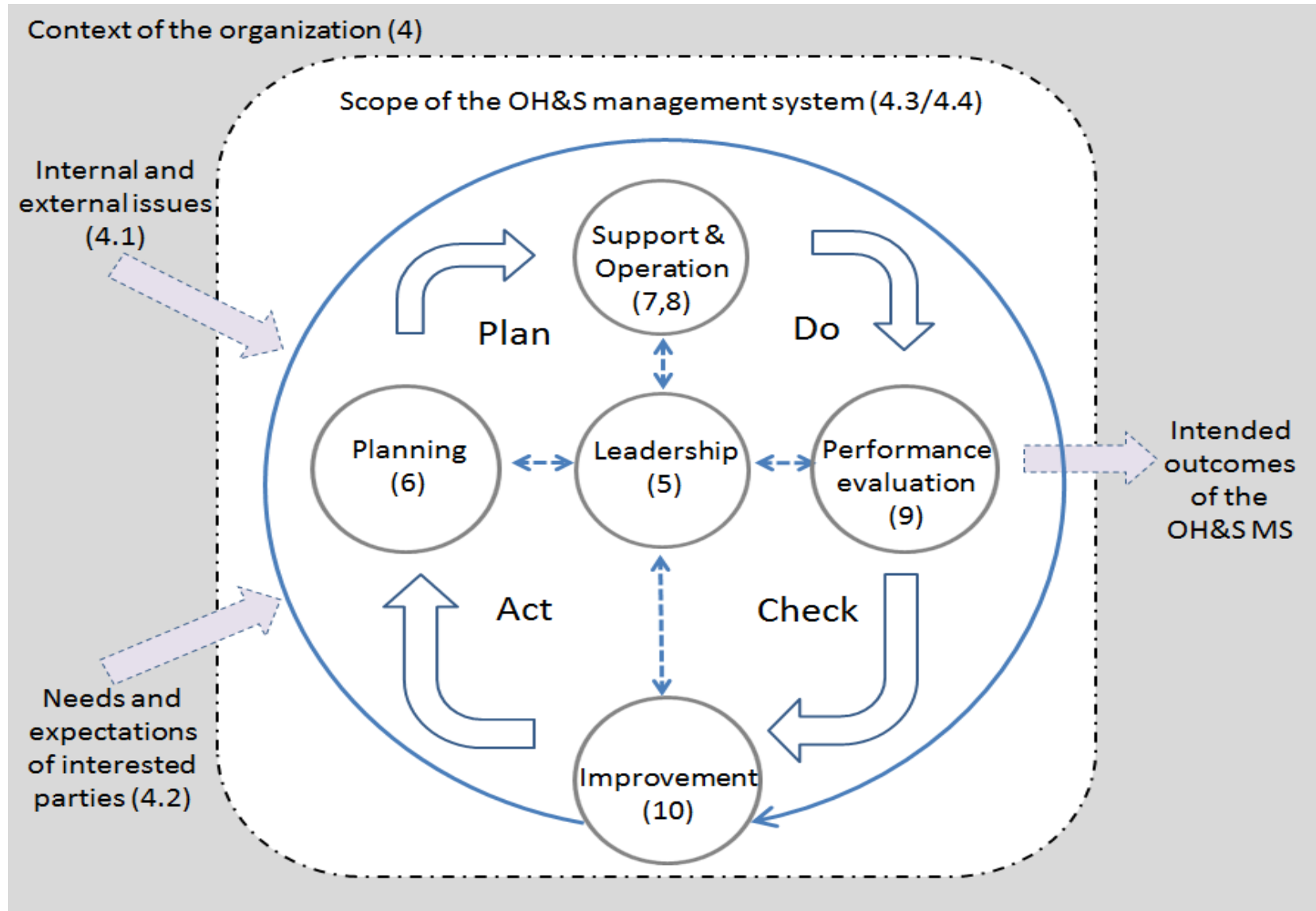
- **ISO project committee ISO PC 283**
- **Follows the High Level Structure in Annex SL**
- **ISO 45001 will more easily integrate with other ISO Management Systems standards including ISO 9001:2015 and ISO 14001:2015**
- **ISO 45001 will replace OHSAS 18001**



- **Process involves the following stages working draft (WD), committee draft (CD), draft international standard (DIS), final draft (FDIS) followed by the publication of the standard**
- **Following feedback from the committee draft, expecting the DIS in April 2015**
- **The FDIS expected to be published in June 2016**
- **The final ISO 45001 standard due in October 2016**



The PDCA (Plan, Do, Check, Act) cycle can be applied to any process.







## **Purpose of OHSAS 18001:**

**“to enable an organisation to control its OH&S risks and improve its OH&S performance”**

## **Purpose of ISO 45001:**

**“to enable an organisation to proactively improve its OH&S performance in preventing injury and ill-health”**



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





## 4. Context of the organization

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

## 5. Leadership

- 5.1 Leadership and commitment
- 5.2 Policy
- 5.3 Organizational roles, responsibilities, accountabilities and authorities



## 6. Planning

### 6.1 Actions to address risks and opportunities

6.1.1 General

6.1.2 Hazard identification

6.1.3 Determination of legal & other requirements

6.1.4 Assessment of risks

6.1.5 Planning for changes

6.1.6 Planning to take action

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



## 7. Support

- 7.1 Resources
- 7.2 Competence
- 7.3 Awareness
- 7.4 Information, communication, participation and consultation
- 7.5 Documented information



## 8. Operations

### 8.1 Operational planning and control

#### 8.1.1 General

#### 8.1.2 Hierarchy of Control

### 8.2 Management of change

### 8.3 Outsourcing

### 8.4 Procurement

### 8.5 Contractors

### 8.6 Emergency preparedness and response



## 9. Performance evaluation

### 9.1 Monitoring, measurement, analysis and evaluation

#### 9.1.1 General

#### 9.1.2 Evaluation of compliance

### 9.2 Internal audit

#### 9.2.1 Internal audit objectives

#### 9.2.2 Internal audit process

### 9.3 Management review

## 10. Improvement

### 10.1 Incident, nonconformity and corrective action

### 10.2 Continual improvement



- Greater flexibility in how organisation's document and structure their OH&S management system
- Requirement for “**documented information**” rather than documented procedures and records
- **Preventive action** no longer included as standard is preventive



- **New focus on the “Context” of the organisation**
- **Understanding the Internal and external issues**
- **Needs of interested parties**
- **Strategic approach to OHS management**
- **Greater emphasis on integration of OHS in management of the business**
- **Greater involvement and emphasis on senior management leadership**



- **More emphasis on the concept of risk management**
- **Legal & Other requirements more explicit**
- **Greater focus of need to demonstrate compliance**
- **Greater emphasis on hierarchy of controls**
- **Management of change specifically included**
- **Outsourcing and procurement more explicit**





- No need to panic!
- There will be changes to the committee draft standard
- Don't do anything just yet
- Monitor the changes
- Keep in touch with your certification body
- Unique opportunity to integrate with ISO 9001 and ISO 14001 system being updated in 2015
- Make sure management are made aware changes are coming & resources will be required
- Develop a transition plan



- Depends on the organisation's current status
- If currently close to certification to OHSAS 18001 continue as certification bodies will issue OHSAS 18001 certificates until 2016
- If in the early stages consider modelling system on ISO DIS 45001
- A system meeting the requirements of ISO DIS 45001 will meet OHSAS 18001



- If currently certified to OHSAS 18001 there will be substantial changes to management system
- It may be useful to carry out a gap analysis against the requirements of ISO 45001:2016
- Align documentation with ISO 45001 requirements
- Update the OH&S policy
- May need to update manual and procedures
- Training of Internal auditors and other key personnel on new standard
- Transition period likely to be 2 to 3 years
- Transition guidance documents will be developed by certification bodies