



ISO 45001 - Successfully manage occupational health and safety

Principles and objectives of the new ISO 45001 and significant changes compared to the old OHSAS 18001 standard.

Your introduction to ISO 45001

How can companies optimally integrate occupational health and safety (OHS) into their structures and processes - and how can they sustain their responsibility for workers in the long term? Comprehensive answers are provided by the international standard **ISO 45001**, which was published in March 2018 and replaces the BS OHSAS 18001 standard, which has been the most widely used until now.

The new global standard describes the requirements for "Occupational Health and Safety (OHS) Management Systems" and provides companies with appropriate tools and measures for their practical implementation. With ISO 45001 certification, you can systematically monitor the risk of accidents and work-related illnesses and demonstrate this to employees, customers, business partners and authorities. Companies already certified to BS OHSAS 18001 have three years to transition to the new standard. After 11th March

2021, the existing OHSAS certificates will lose their validity. This whitepaper introduces the ISO 45001 standard and its requirements, outlining the fundamentals and goals of the new standard, as well as significant changes from the OHSAS 18001 standard. The paper outlines important considerations such as transitional periods, audits and certifications for those who want to build an occupational health and safety management system or change their existing system.

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Occupational health and safety: aims and benefits of an occupational health & safety management system according to ISO 45001

The health and performance of employees are key to sustainable business success. It is therefore in the interest of companies and organizations to ensure the safety of workers and to prevent work-related illnesses and injuries.

Employers - whether they are small businesses, global corporations or non-profit organizations - are subject to a statutory duty of care and are responsible for safe and healthy working conditions. It is no longer just about

avoiding accidents and injuries, but also holistic health care, including the promotion and protection of mental health.

OBJECTIVES OF INTEGRATING ISO 45001:2018



Establishment of an effective management system for occupational health and safety with the help of a process-oriented structure

International acceptance of the management system for occupational health and safety, for example by customers and authorities



Optimization of a safe and healthy work environment for employees and others in your organization

Continuous improvement of the occupational health & safety management system through the PDCA model



SYSTEMATIC OPTIMIZATION THROUGH ISO 45001 CERTIFICATION

One of the most effective ways to manage complex tasks in organizations is to implement, monitor and continually improve defined structures and processes in the form of management systems. Introducing an ISO 45001 occupational health and safety management system can help those responsible meet their legal obligations, reduce costs and systematically optimize occupational health and safety.



ESSENTIALLY, ISO 45001 AIMS TO



create safe and healthy workplaces for workers and other affected persons to prevent injuries and/or illnesses,



establish an effective management system,



reduce occupational health and safety risks in general,



continuously improve the organisation, processes and competences,



anchor occupational health and safety strategically in the company,



involve and motivate workers.

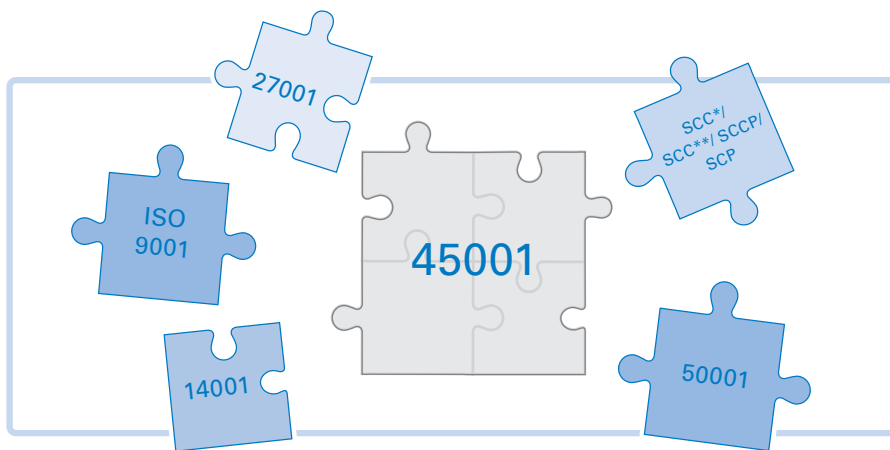
Companies that have their occupational health & safety management certified to ISO 45001 benefit from the international recognition of ISO standards. The standard enables a common understanding of the requirements and creates comparability in a global context. Certification also provides companies with greater legal certainty, minimises liability risks and promotes safe and responsible corporate governance both internally and externally.

SIMPLIFIED INTEGRATION THROUGH A UNIFIED STRUCTURE FOR MANAGEMENT SYSTEMS

In addition to ISO 45001, numerous companies and organizations are utilizing other management systems such as ISO 9001 and ISO 14001. In order to make them compatible with each other, the International Organization for Standardization (ISO) has developed a high-level structure, which the new standard for occupational health



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and checked for effectiveness in the next step. In turn, the report on the results will be used to initiate measures to remedy deficiencies and ultimately achieve the desired results.

& safety management systems also follows. In addition to this, underlying core texts, terms and definitions have also been standardized. The efforts of companies to combine aspects of quality, OHS, and environmental protection in one single management system by combo-certifications, is therefore expressly promoted. Learn more about the many advantages of integrated management systems [here](#).

STRUCTURE OF THE ISO 45001 STANDARD

ISO 45001 is divided into ten chapters, with the first three chapters dedicated to the scope, normative references and definition of terms. The subsequent chapters of the standard, Chapters 4 – 10, follow the structure of the PDCA cycle. This stands for Plan, Do, Check, Act. In the first step, risks and opportunities are identified and processes are defined in order to achieve the desired goals. These are then carried out as planned

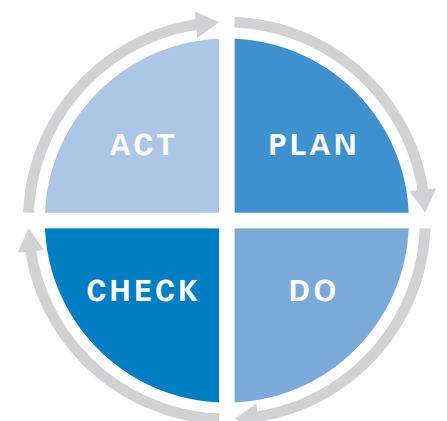




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The most important new requirements of ISO 45001 at a glance

From a business context to the assessment and improvement of performance - the individual standard chapters describe in detail the requirements of ISO 45001 for occupational health and safety management systems.

In doing so, it becomes clear: users migrating their occupational health & safety management system from OHSAS 18001 to ISO 45001 do not have to start from scratch. Many areas of the new standard are already regulated in the previous standard. However, there are some fundamental changes that are summarized below.

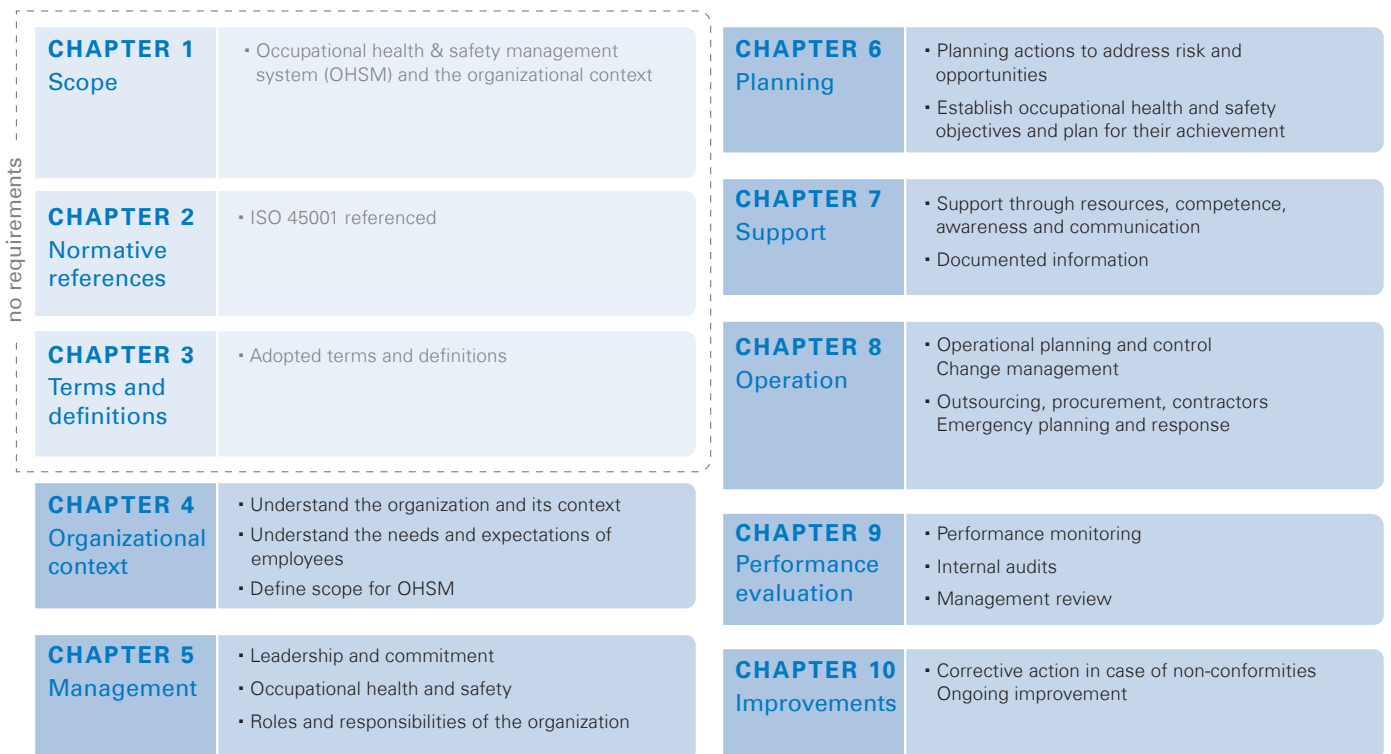
“WORKERS” REDEFINED

ISO 45001 contains a number of new or newly defined terms that have far-reaching implications for the conformity of occupational health & safety management systems. One of the most significant changes is the more specific definition of the term “worker.” Workers are all persons who work for the company - whether paid or unpaid, full-time, seasonal, or externally-contracted support. This increases the focus on placing orders with subcontractors and the outsourcing of services: permanent

workers as well as external employees must be integrated into OHS measures. The concept of documented information should also be noted. This refers to documents - such as occupational health and safety records, checklists or outcomes of continuous improvement - that the company must hold to prove the effectiveness of the occupational health & safety management system during an audit. The formal requirements are focused on the results, rather than the documentation of procedures and processes. This

is a relief especially for smaller companies.

HIGH LEVEL STRUCTURE





CONTEXT OF THE ORGANIZATION

The way in which an organization carries out its occupational health and safety obligations is influenced positively or negatively by various factors. The new ISO 45001 places special emphasis on this context. That means: Organizations need to understand in a structured way how they work and identify both internal and external issues that may impact their occupational health & safety management. Internal topics can be, for example, the organizational structure, company working conditions or the introduction of new products and services. Externally relevant issues include legal and political framework conditions, new technologies, competitors, customers or suppliers.

LEADERSHIP

There are more demands on top management. Company management must ensure that OHS is integrated as a key point in the corporate strategy and proactively contribute to the development, implementation and continuous improvement of the occupational health & safety management system.

ISO 45001 requires management to develop and maintain a health and safety culture that includes the involvement and consultation of workers in all phases of planning and implementation. Involving employees in decisions is considered a key success factor for occupational health & safety management systems: The greater workers' awareness of occupational health and safety, the better and more efficient prevention measures can be put into practice.



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PLANNING - DEALING WITH OPPORTUNITIES AND RISKS

Planning in the context of an occupational health & safety management system is a continuous process. In order to achieve the desired goals, to avoid undesirable developments and to improve their processes as a whole, ISO 45001 requires organizations to continuously identify occupational safety-related risks as well as opportunities and develop corresponding measures. The potential risks include social factors as well as legal requirements. Opportunities may include, for example, new technologies for reducing risks or developing know-how and information on the subject of occupational safety.

SUPPORT

For a functioning occupational health & safety management system, organizations need to ensure basic supporting factors - resources, skills, awareness, communication and documented information. In contrast to the OHSAS standard, ISO 45001 requires organizations to identify and document the necessary competencies of all workers in their area of responsibility. The basic question is: What does an employee have to know or be able to do to assess dangers and risks and to act accordingly? All stakeholders - workers as well as visitors or contractors - must be made aware of possible risks and corresponding rules of conduct. Accordingly, internal and external communication routes and events must be defined.

**DO YOU HAVE QUESTIONS ABOUT YOUR OCCUPATIONAL HEALTH & SAFETY MANAGEMENT?
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OPERATION

All operational processes that are necessary to safely implement the requirements of the occupational health & safety management system must be planned in advance. ISO 45001 explicitly demands that work must be adapted to the workers. Responsible persons are required to proactively identify and evaluate emerging risks and opportunities - for example through new products, processes or legal requirements - and to integrate them in the overall process. In addition to protecting one's own workers, this also involves outsourced processes and working conditions along the value chain. Wherever possible and meaningful, organizations must ensure that contractors meet the requirements of the occupational health & safety management system to the same level as themselves - through direct influence or through appropriate procurement guidelines and contracts. The methods and scope of control can be defined individually.

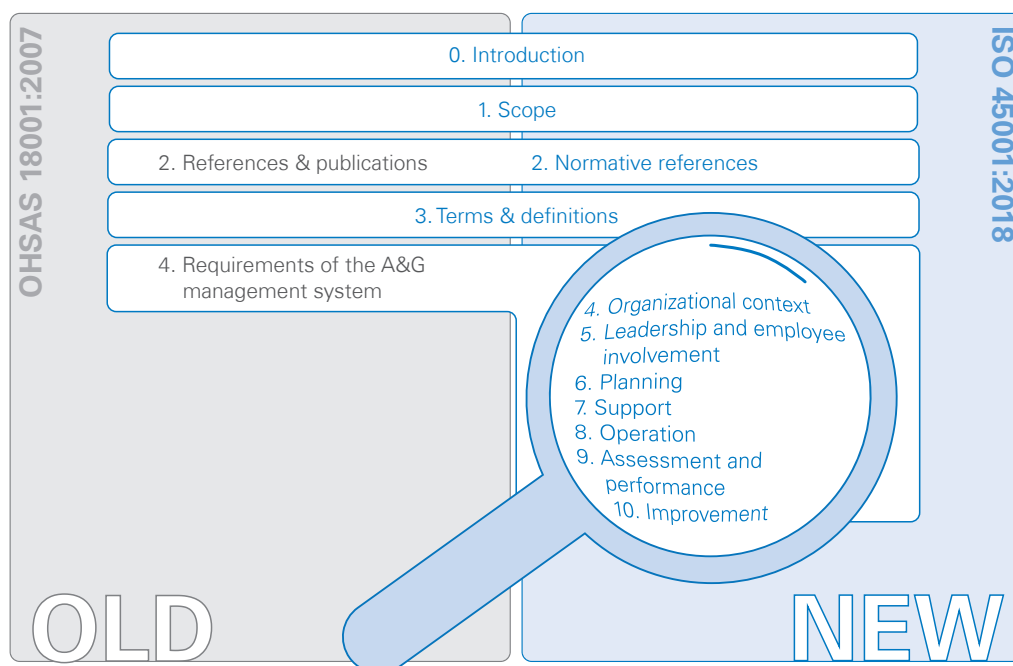
MONITORING, MEASUREMENT AND PERFORMANCE ASSESSMENT

In order to safeguard the results of the occupational health & safety management system, companies must

establish one or more monitoring, measurement and assessment processes. Adequate documented information must be kept as proof. Internal audits are carried out at fixed intervals - so that the responsible persons can check whether the legal requirements, the requirements of ISO 45001 as well as self-set targets are met. An important component of an occupational health & safety management system is the systematic recording of (and compliance with) legal requirements - this must also be assessed by the company.

IMPROVEMENT

ISO 45001 requires companies and organizations to continuously improve the effectiveness of their occupational health & safety management system and their health and safety performance. This requires a supportive corporate culture and the involvement of employees. All relevant results must be communicated to the workers. If incidents such as injuries or illnesses occur or certain requirements of ISO 45001 are not met, corrective measures must be taken in good time.



Testing and certification of the occupational health & safety management system

In 2021, the three-year transitional period from the previous BS OHSAS 18001 standard to ISO 45001 ends. To avoid time pressure, the changeover should be planned and carried out in good time.

Companies already certified to BS OHSAS 18001 can benefit from a **GAP analysis** which may be offered by the certifier. An actual analysis determines which of the new requirements have already been met with BS OHSAS 18001 and what

needs to be created or supplemented. The completed management system must then be reviewed by the company itself as part of internal audits. Only then will the official audit and certification procedure begin through independent testing service

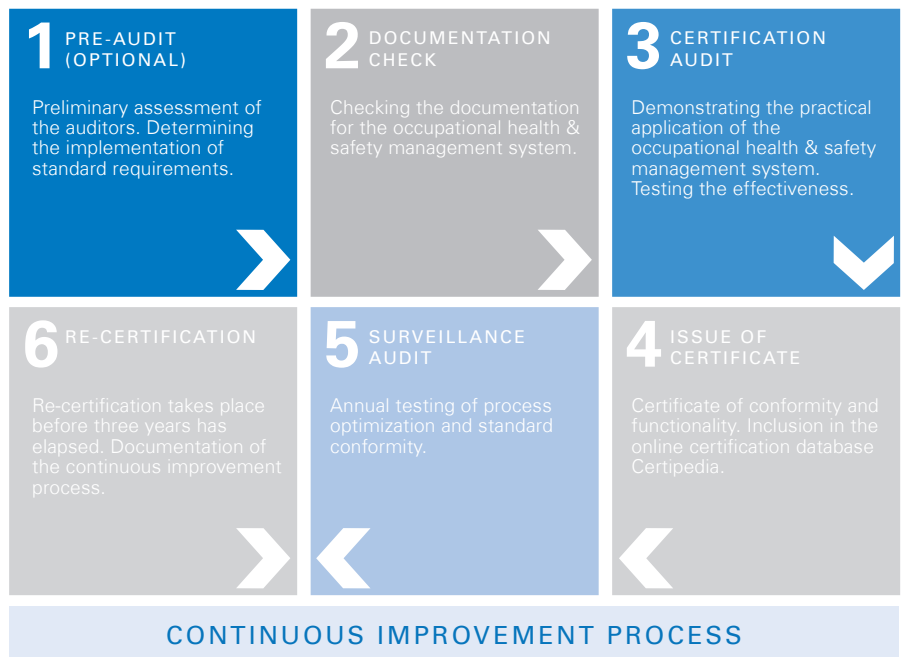
providers such as TÜV Rheinland. We were one of the first inspection service providers to receive accreditation for the new ISO 45001 in early August 2018 to be able to certify occupational health & safety management systems. However, the

FURTHER INFORMATION ON OCCUPATIONAL HEALTH & SAFETY MANAGEMENT ACCORDING TO ISO 45001 CAN BE FOUND HERE

All information about the ISO 45001 certification can be found on our website and in our additional materials:

- Website
- FAQs
- Info sheet

international standard places new demands not only on companies and organizations, but also on the qualification of auditors. In practice, this may mean switching auditors for the next surveillance audit or re-certification process. ISO 45001 certificates may only be issued after an on-site audit, and new calculation requirements for setting the audit time apply. As there are many new reasons for increasing the individual risk category - including the presence of many contractors or dealing with large volumes of hazardous substances - as well as less justification for reduction, it is likely that additional audit time will be required.



WE OFFER YOU COMPETENT SUPPORT IN THE CERTIFICATION OF YOUR OCCUPATIONAL HEALTH AND SAFETY IN ACCORDANCE WITH ISO 45001. IT IS BEST TO BEGIN WITH AN IN-HOUSE GAP ANALYSIS IN ORDER TO IDENTIFY ANY POTENTIAL FOR IMPROVEMENT BEFORE THE ACTUAL CONVERSION AUDIT TAKES PLACE.

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<https://www.tuv.com/usa/en/iso-45001.html>

